LOS ANGELES COUNTY SHERIFF'S DEPARTMENT

CASE ANALYSIS

ALEX VILLANUEVA, SHERIFF

October 1, 2019

Contents

I. Executive Brief

The Los Angeles County Sheriff's Department (Department) provides law enforcement services for a policing jurisdiction encompassing over 4,000 square miles and employs approximately 18,000 personnel tasked with a multitude of duties. All organizations experience employee-related incidents, and the Sheriff's Department is no exception. The Department maintains a number of protocols and processes which administers checks and balances to identify and resolve issues. These checks and balances are critical in maintaining the integrity of the organization, provided due process is afforded to the public as well as to personnel within the Department. When a failure in due process occurs, the public's trust in the organization falters. As part of Sheriff Alex Villanueva's campaign commitment in 2018, he affirmed his intent to ensure the Department's commitment to due process includes all citizens as well as the Department's own employees.

Subsequently, after Alex Villanueva was sworn in as the Sheriff of Los Angeles County, he directed an analysis of various Department units, processes, and protocols. In July 2019, the Office of Inspector General authored a 36-page report regarding the investigation and subsequent discipline of a former employee. As a result, the Department initiated an analysis of this case and its findings. The Department returned with numerous examples of "exculpatory" evidence. For purposes of this report, exculpatory evidence includes information which had been unknown, information which was available but not considered by the Department in its investigation and subsequent adjudication of this case, and/or information which had not been provided or presented during the Civil Service Hearing process.

The analysis led to the discovery of new information which would have directly refuted some of the allegations against the former employee.

Additionally, information had been uncovered by the Department at critical phases in the proceedings, but inexplicably had not been disclosed to the defendant's legal counsel or made part of the Internal Affairs investigation. Some examples of the findings include, but are not limited to:

- Originally, the sustained findings were to not terminate the employee. Rather, Department executives proposed a 20 – 25-day suspension.
- The Constitutional Policing Advisor in the case indicated she was indecisive about the level of discipline to be imposed but stated it was reasonable for the employee to sustain a 25-day suspension versus being terminated.
- The prosecuting Sergeant in the case, during the Civil Service Hearing, wrote an email to her supervisors indicating the hearing officer was *"not buying the Department's DV [Domestic Violence] Theory"*.
- A missing video, withheld by the complainant from investigators, was determined to be up to 18 minutes in length. This missing video could encompass up to 94% of the incident which occurred on the Complainant's patio.

An objective review of the information in this report offers the perspective the indicated case suffered a systemic lack of due process, in correlation to the employee disciplinary proceedings. The integrity of any law enforcement organization is built upon a foundation of fairness, objective principles, and integrity for the public it serves as well as for its own employees. Furthermore, the information in this report is indicative of systemic issues within the Department's internal investigative culture and requirements to provide due process. The analysis of this individual case encompassed thousands of documents and concluded a breakdown in due process occurred.

II. Introduction

In July 2019, the Office of Inspector General (OIG) published a report entitled Initial Implementation by the Los Angeles County Sheriff's Department of the Truth and Reconciliation Process (the OIG Report).[1] This 36-page Report focused almost exclusively on the reinstatement process of one individual, former Los Angeles County Deputy Sheriff Caren Mandoyan.

This report is not intended to re-litigate the Mandoyan case. Rather, its purpose is to provide interested parties information which may have been omitted, minimized, or otherwise inaccurately portrayed.

The OIG derived the majority of its information contained in their Report from the public domain.[2] In particular, a news organization obtained various administrative case files and Civil Service Hearing transcripts via a Public Records Act request.

Information in the public domain does not necessarily constitute a complete record, nor does it encompass all of the information which was available to the OIG in its oversight role.

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[1] Attachment 1, Office of Inspector General County of Los Angeles, Initial Implementation by the Los Angeles County Sheriff's Department of the Truth and Reconciliation Process, July 2019.

[2] Attachment 1, Office of Inspector General County of Los Angeles, Initial Implementation by the Los Angeles County Sheriff's Department of the Truth and Reconciliation Process, July 2019; various administrative case files, Civil Service Hearing transcripts, and Civil Service Commission documents produced pursuant to the Los Angeles Times' Public Records Act request, p. 4-14, 16, 18, 21, 23-33.

The OIG Report also discussed what Sheriff Villanueva previously referred to as the *Truth and Reconciliation Process*.[3] This process was intended to identify those cases in which:

- A Department employee (sworn or civilian) had been improperly disciplined under standards unilaterally and improperly implemented in 2013 and 2016[4] and/or;
- Evidence showed an administrative investigation utilized a lack of due process.

This report's information presented an analysis of the OIG Report and a case evaluation of the Department's internal administrative investigation and discipline processes. Transparency requires the acknowledgement of all perspectives on any issue to maintain the public and Department employees' confidence in the Department's internal and external processes.

Regardless of social, political, or economic factors, due process is required not only in criminal investigations but in administrative investigations as well. Appropriate analysis is presented in this report to provide context to various aspects of the information discussed.

This report summarizes various aspects, procedures, and considerations utilized in the investigative and discipline process.

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[3] Attachment 1, Office of Inspector General County of Los Angeles, Initial Implementation by the Los Angeles County Sheriff's Department of the Truth and Reconciliation Process, July 2019, p. 2.

[4] Attachment 2, Los Angeles County Employee Relations Commission, Hearing Officer Report, *In the Matter of: Association for Los Angeles Deputy Sheriffs (ALADS) v. Los Angeles County Sheriff's Department*, date filed - August 31, 2018, p. 11-13.

III. Administrative Investigations

A. Department's Administrative Investigation Process Explained

Complaints of suspected misconduct by Department employees, both sworn and civilian, are generally handled and managed by the Department's Professional Standards Division. The Department's Internal Affairs Bureau (IAB) investigates allegations of Department policy violations. Investigations performed by the IAB are referred to as *administrative investigations*. The administrative investigation process is dictated by legal statutes, the Peace Officer Bill of Rights (POBR),[5] the Department's Manual of Policy and Procedures (MPP),[6] and the Administrative Investigations Handbook.

If the allegations are criminal in nature, the Department's Internal Criminal Investigations Bureau (ICIB) first conducts a criminal investigation to determine if there were any violations of law. If a criminal violation is determined to have occurred, the case may be presented to the District Attorney's Office for consideration of a criminal prosecutorial filing. After the completion of an internal criminal investigation, an administrative investigation is generally initiated to identify any potential violations of Department policy.

Once initiated, the Internal Affairs Bureau handles administrative investigations to conclusion, with the exception of cases involving: the death of a subject, the retirement of a subject, the conviction of a crime, or other exceptional factors.

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[5] California Legislative Information; Public Officers and Employees 1000-3599 Chapter 9.7. Public Safety Officers 3300-3313

[6] Attachment 3, Los Angeles County Sheriff's Department Manual of Policy and Procedures. MPP 3-01/060.10 Personnel Incident Investigations, p. 1-3.

The Internal Affairs Bureau does not make determinations on the matters it investigates, but rather acts as a 'finder of facts.' If the subject of an administrative investigation faces a lower level of discipline (written reprimand to 15 days), a Lieutenant assigned to the subject's unit of assignment may conduct the investigation.

Once an administrative investigation is completed, the investigative case file is sent to either the Unit Commander of the subject's unit of assignment or the Chief of the respective Division. At this point, a process is initiated to facilitate a determination on the case based on the findings. The seriousness of the potential discipline, connected with the allegations, determines whether the Unit Commander or the Division Chief renders the determination of findings.[7]

B. Statutory Timelines for Administrative Investigations

Under the POBR, in order to impose any discipline against a sworn peace officer, the employing agency must impose discipline within a one year period. This one-year time limit starts from the date the Department or agency is notified or made aware of the misconduct.[8] This period is known within the Department as the *statute date*. In the Department, the *notification date* is the date an employee of the rank of Sergeant or higher becomes aware of the matter. This date is also referred to as the *Department knowledge date*.

After being notified of possible misconduct, the Internal Affairs Bureau normally initiates an administrative investigation.

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[7] Once determinations are made in administrative cases, they are classified as either 'founded', 'unfounded', 'unresolved', or 'exonerated.'

[8] The one-year period may be extended. In cases where an administrative investigation commenced and criminal conduct was later suspected, the administrative investigation is placed on hold so the criminal matter can be investigated. This is known internally as 'tolling'. In such cases, the one year statute does not apply.

Upon completion of the administrative investigation, and if the Unit Commander or Division Chief concludes some or all of the allegation(s) in a case are founded, the Department's Guidelines for Discipline Handbook is referenced to determine the level of discipline to be imposed. This handbook lists ranges of discipline the Department can take against an employee, which includes:

- Written Reprimand
- Suspension
- Salary Step Reduction
- Bonus Removal
- Reduction (Demotion)
- Discharge

A Division Chief must review discipline cases which could result in more than 15 days of suspension or termination. Once the Division Chief renders a preliminary discipline recommendation, the case is presented to the Department's Case Review Committee.

C. Case Review Committee

The Case Review Committee meets as needed on a regular basis to review cases and determines the level of discipline that will be imposed, if any. If so, the Committee determines the level of discipline. Generally, the Committee consists of the Undersheriff and two Assistant Sheriffs. Committee members are provided the original case investigation files in advance for review. The members are then given a presentation by the Division Chief who reviews the Internal Affairs Bureau case in its entirety. The Chief, or his/her designee, also provides a preliminary discipline recommendation.

Additionally, the Department's Advocacy Unit prepares a *disposition sheet* in advance which formally lists the allegations against the employee. The disposition sheet states the discipline level ranges based upon the Guidelines

for Discipline Handbook. The Committee members must sign the disposition sheet once a decision on the level of discipline to be imposed has been reached.

D. After a Determination Has Been Reached

After the level of discipline has been decided by the Case Review Committee, a *letter of intent* is sent to the employee explaining the Department's rationale behind its decision, the intended discipline, and date of imposition. At this point, the employee can either accept the discipline or request a *Skelly hearing.*[9]

A Skelly hearing is an internal appeals process where an employee has the opportunity to provide additional information to the Division Chief who originally reviewed the case. After the Skelly hearing, the Division Chief has the option to reduce, vacate, or leave intact the original discipline. Upon the conclusion of a Skelly hearing, a *letter of imposition* sent to the employee states the specific date the imposed discipline will take effect. Should the employee disagree with the Chief's decision in the Skelly hearing, the employee can request a hearing before the Civil Service Commission.

The Civil Service Commission is an independent administrative appeals body established to help ensure the Los Angeles County Civil Service Rules are applied in a fair and impartial manner. The Commission considers appeals cases regarding disciplinary actions on discharges, reductions in rank, and suspension cases exceeding five days.[10]

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[9] A Skelly hearing must be provided to a County employee with civil service rights prior to the imposition of discipline. An employee's Skelly rights entitle the employee to due process consisting of: (1) notice of the intended disciplinary action; (2) a copy of all materials upon which the action is based; and (3) an opportunity to respond orally or in writing before the effective date of the disciplinary action. This hearing is named after the case of *Skelly v. State Personnel Board (1975) 15 Cal.3d 194.*

[10] http://civilservice.lacounty.gov/LinkClick.aspx?fileticket=0S1cgmvCyYY%3D&portalid=16

E. Guidelines for Discipline – Controversy

The *Meyers-Milias-Brown Act*, as cited in California Government Code §§ 3500-3511, dictates the governing body of a public agency (and boards and commissions designated by law) **shall** provide each recognized employee organization the opportunity to meet and confer regarding any changes to conditions of employment.[11] Such changes include matters related to modification(s) of ordinances, rules, and regulations. The *Meyers-Milias-Brown Act* also encompasses changes to disciplinary guidelines.

The Department maintains a Memorandum of Understanding (MOU) with the designated public employee's labor union. The Association for Los Angeles Deputy Sheriffs (ALADS) MOU states both parties agree to recognize and protect the rights listed in the *Myers-Milias-Brown Act*. Despite this agreement between the parties, ALADS alleged and prevailed in an unfair labor practice against the Department for having violated the agreement by failing to meet and confer regarding the new disciplinary guidelines established in 2013 and 2016.

An Office of Independent Review (OIR) recommendation for enhancing disciplinary guidelines resulted in the first set of new guidelines.[12] The revised guidelines for discipline were published on February 17, 2013. In December 2013, the OIR published the 11th Annual Independent Review of the Sheriff's Department.[13]

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[11] https://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?sectionNum=3504.5.&lawCode=GOV

[12] Attachment 4, Los Angeles County Office of Inspector General. First Status Report: The Los Angeles Sheriff's Department Implementation of the Citizens' Commission on Jail Violence Recommendations and Monitoring Plan. October 21, 2014, p. 34.

[13] Attachment 5, Office of Independent Review Eleventh Annual Report. December 2013.

The OIR Report indicated employee discharges stemming from discipline had increased significantly from the past five years and were more than triple the previous year. Despite the marked increase in employee discharges, the Department never met and conferred with the respective employee unions regarding these changes.

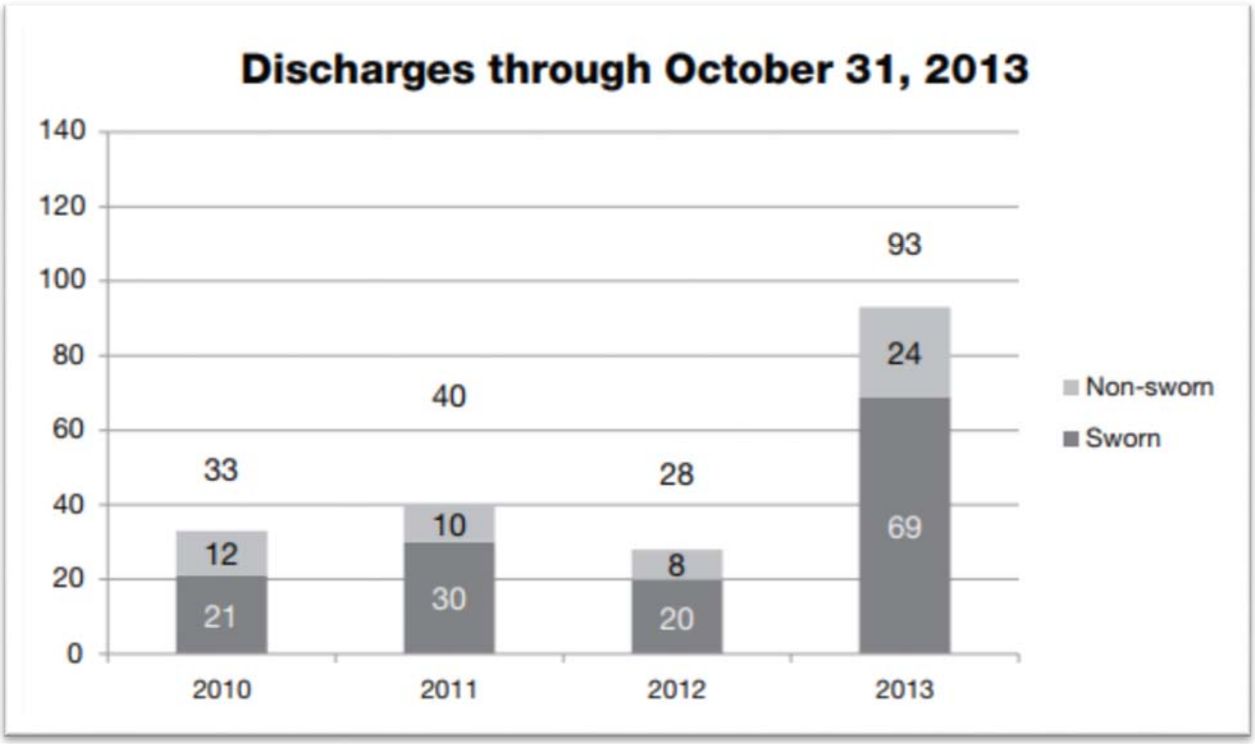


Table 1 Source: LA County Office of Independent Review 11th Annual Report

Upon taking office on December 3, 2018, Sheriff Villanueva rescinded the 2013 and 2016 discipline guidelines and reverted to the previously agreed upon pre-2013 guidelines. The pre-2013 discipline guidelines were vetted through the labor unions and legally compliant with the *Meyers-Milias-Brown Act*.[14]

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[14] Attachment 2, Los Angeles County Employee Relations Commission, Hearing Officer Report, *In the Matter of: Association for Los Angeles Deputy Sheriffs (ALADS) v. Los Angeles County Sheriff's Department*, date filed - August 31, 2018, p. 11-13.

The Sheriff's decision resolved two Employee Relations Commission (ERCOM) complaints lodged against the Department for its failure to meet and confer regarding the 2013 and 2016 discipline guidelines. Nonetheless, numerous former Department employees were previously disciplined or discharged under the 2013 and 2016 guidelines. Due to the pending appeal, Sheriff Villanueva complied with the decision of the ERCOM when he reverted the Sheriff's Department back to the pre-2013 discipline guidelines.

In August 2019, the OIG released a report titled Los Angeles County Sheriff's Department Compliance with Transparency Law. In relation to the Mandoyan case, the OIG Report stated:

- *"Both versions of the Guidelines for Discipline allow for discharge if a deputy is found to have provided false statements to Internal Affairs investigators."* [15]

Due to the founded allegation of false statements against Mandoyan, the OIG Report asserted both versions of the guidelines allowed for discharge of the employee.

The statement made in the August 2019 OIG Report rightly acknowledged that the 2016 and pre-2013 guidelines both allow for discharge; however, there is an apparent distinction.

[15] Attachment 1, Office of Inspector General County of Los Angeles, Initial Implementation by the Los Angeles County Sheriff's Department of the Truth and Reconciliation Process, July 2019, p. 12.

Under the 2016 guidelines, discharge was ***mandatory*** for false statements, while the pre-2013 guidelines provided for a ***suspension of 15 days up to discharge.*** Additionally, the Division Chief and his designee determined the allegation that Mandoyan lied to investigators was initially unresolved.[16]

IV. Case Review Process – Mandoyan Case

Caren 'Carl' Mandoyan was originally hired as a Reserve Deputy Sheriff [17] by the Department in the year 2000. In 2006, he transitioned to a full-time Deputy Sheriff assigned to the Inmate Reception Center. In 2007, he transferred to the West Hollywood Sheriff's Station.

In December 2012, Mandoyan began a dating relationship with a Privacy [redacted] Deputy Sheriff (herein referred to as the Complainant[18]). On June 23, 2015, the Complainant formally reported that Mandoyan had been stalking her to a Department Lieutenant. Pursuant to established policy and procedures, the Sheriff's Department subsequently initiated a Policy of Equality (POE) investigation regarding the matter.[19]

On July 14, 2015, the Complainant filed a police report with the El Segundo Police Department. The allegations were related to an alleged domestic incident and stalking.

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[16] Attachment 6, Truth and Reconciliation Memo from Chief Privacy [redacted] December 27, 2018.

[17] Reserve Deputy Sheriffs are volunteer members of the Department who go through the same hiring process as full-time deputies. There are three levels of Reserve Deputies, III, II and I, with level I being equivalent to a full-time deputy.

[18] Complainant is the designation given to the reporting employee for internal administrative investigations. The employee who is alleged to have committed any misconduct is identified as the Subject.

[19] Attachment 7, Policy of Equality Report / Notification Form, June 23, 2015, p. 1-5.

The El Segundo Police Department initiated a criminal investigation regarding the allegations[20] and subsequently, Mandoyan was placed on paid administrative leave by the Sheriff's Department. The District Attorney's Office declined to file criminal charges against Mandoyan due to insufficient evidence.[21]

Thereafter, the Department initiated an administrative investigation which ultimately resulted in Mandoyan's discharge on September 14, 2016.[22] Mandoyan's discharge and subsequent Civil Service process took place during a period of time when the Department changed the disciplinary guidelines without the mandated meet and confer process.[23] During Sheriff Villanueva's 2018 election campaign and post-inauguration, he vehemently expressed his concerns regarding the levels of discipline which may have been improperly imposed on all discipline cases. His concerns centered on the Department's reliance on an improper standard of discipline, and lack of impartial progressive discipline.

On December 21, 2018, Sheriff Villanueva formed an ad hoc Case Review Panel (the Panel) consisting of Department executives to audit pending and adjudicated discipline-related cases. Mandoyan's case was the first case reviewed by the Panel.

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[20] Attachment 8, El Segundo Police Report #Privacy [redacted] authored by Officer Privacy [redacted] July 14, 2015.

[21] Attachment 9, Los Angeles County District Attorney Charge Evaluation Worksheet regarding Case Number Privacy [redacted] The document was signed by Complaint Deputy Privacy [redacted] September 8, 2015.

[22] Attachment 10, Letter of Imposition from Chief Privacy [redacted] to Subject Mandoyan, September 15, 2016.

[23] Attachment 2, Los Angeles County Employee Relations Commission, Hearing Officer Report, *In the Matter of: Association for Los Angeles Deputy Sheriffs (ALADS) v. Los Angeles County Sheriff's Department*, date filed - August 31, 2018, p. 11-13.

Pursuant to an analysis of the facts and related information in the case, the Panel reinstated Mandoyan to the position of Deputy Sheriff on December 28, 2018.[24]

Following Mandoyan's reinstatement, the Office of Inspector General released a Report in July 2019, which was critical of the Case Review Process and the reinstatement of Mandoyan.

On December 4, 2018, one day after being sworn in as Sheriff of Los Angeles County, Sheriff Villanueva received a letter from Inspector General [redacted] (IG [redacted] IG [redacted] echoed Sheriff Villanueva's concerns about the disciplinary process. IG [redacted] wrote:

> *"The status quo has given us a discipline system that often fails due to understaffing, [and] a lack of transparency that leads to distrust between the public and deputies…"* [25]

In an effort to amend the disciplinary process, Sheriff Villanueva executed a Case Review Process.[26] The Case Review Process was implemented to determine if Department employees had any discipline unfairly imposed against them, given the facts in each case.

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[24] Attachment 6, Truth and Reconciliation Memo from Chief [redacted] December 27, 2018.

[25] Attachment 11, Letter from Inspector General [redacted] to Sheriff Alex Villanueva, December 4, 2018.

[26] As distinguished from the *Case Review Panel* discussed earlier.

A. Ad Hoc Case Review Panel Confers Regarding Mandoyan

An ad hoc Case Review Panel (the Panel) was formed to review previous cases where discipline was improperly imposed. The Panel was comprised of an Assistant Sheriff and two Division Chiefs. Mandoyan's case was the first to be reviewed.

After gathering background information on Mandoyan's case, the Case Review Panel met on December 21, 2018. The former Captain of Internal Affairs Bureau was also in attendance. The Panel conducted an analysis of the original case file and evaluated the due process or potential lack thereof. The Panel also evaluated information they believed was exculpatory and was undisclosed when the initial decision makers originally adjudicated the case. Based on this analysis, which took into account the pre-2013 discipline standards, the Panel found the administrative allegations against Mandoyan did not rise to the level of discharge.

On December 27, 2018, a Department memorandum was generated, reflecting the Panel's findings.[27] On December 28, 2018, Caren Mandoyan was reinstated as a Deputy Sheriff.[28]

[27] Attachment 6, Memorandum from Chief Privacy [redacted] to Sheriff Alex Villanueva, December 27, 2018.

[28] Attachment 12, Memorandum from former Advocacy Lieutenant Privacy [redacted] to former Internal Affairs Bureau Captain Privacy [redacted] January 17, 2019, p. 1-7.

V. The Allegations against Mandoyan

A. Relationship Timeline

The Complainant began her career with the Department as a Deputy Sheriff in the year 2006. As a trained and armed Deputy Sheriff, she gained extensive knowledge of law enforcement practices through her assignments at the [redacted] Facility, the [redacted] Bureau, and the [redacted] Sheriff's Station.

In December 2012, the Complainant and Mandoyan began dating.[29] By the Complainant's own admission, their relationship was toxic and unstable. The terms "rocky," "off and on," and "hot and cold" were used when describing their complex dating relationship.[30] [31] Arguments accompanied by short-lived breakups were common; however, by most accounts the relationship ended between December 2014 and January 2015. Refer to case analysis timeline[32] for details.

B. Domestic Incident Allegations

On September 1, 2014, the Complainant was at a restaurant near her home with a personal friend, [redacted][33] The Complainant invited Mandoyan to join her and [redacted] at the restaurant.

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[29] Attachment 13, Civil Service Commission Hearing transcript of Complainant, July 26, 2017, p. 70.

[30] Attachment 14, Internal Affairs Bureau interview transcript of Complainant, June 24, 2016, p. 17.

[31] Attachment 15, Civil Service Commission Hearing transcript of Complainant, September 27, 2017, p. 135.

[32] Attachment 16, Case Analysis Timeline incorporating relevant dates and times.

[33] Attachment 17, Internal Affairs Bureau interview transcript of [redacted] July 21, 2016, p. 2.

While off duty, Mandoyan drove to the restaurant and joined them. At some point during the evening, the Complainant and Mandoyan began arguing. The Complainant described the tone of their conversation as *"contentious."*[34]

Mandoyan left his car parked at the location and walked with the Complainant and Witness 1 [redacted] back to the Complainant's apartment. Shortly after they arrived at the Complainant's apartment, Witness 1 [redacted] left for the evening.

The events that occurred following Witness 1 [redacted] departure are uncertain due to inconsistencies in statements between the Complainant, Mandoyan, witness Witness 2 [redacted] and witness Witness 1 [redacted] Evidentiary issues and a delay in reporting have also created discrepancies related to the events which occurred on the evening of September 1, 2014.[35]

After Witness 1 [redacted] left the Complainant's apartment, the Complainant and Mandoyan continued to argue. The Complainant claimed Mandoyan grabbed her cell phone and pushed her in the chest. She also alleged he grabbed her by the back of the neck, pushed her face down onto the couch, and squeezed her neck with his hand.[36] At some point during the struggle, the Complainant alleged Mandoyan grabbed her jeans and pulled on them, causing her pants to rip.[37] The Complainant stated she went into her bedroom and he followed her.

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[34] Attachment 18, Civil Service Commission Hearing transcript of Complainant, July 26, 2017, p. 154-155.

[35] Attachment 9, Los Angeles County District Attorney Charge Evaluation Worksheet regarding Case Number Privacy [redacted] September 8, 2015.

[36] Attachment 8, El Segundo Police Report #Privacy [redacted] authored by Officer Privacy [redacted] July 14, 2015, p. 3.

[37] Attachment 19, El Segundo Police Department interview transcript of Complainant, July 20, 2015, p. 8.

The Complainant claimed she tried to close the door, but he stopped her by placing his foot near the door. This allegedly caused damage to the bottom edge of the door. The two continued to argue at the threshold of the door until he entered the bedroom and began trying to rip up the clothing located in her closet.[38]

The Complainant did not contact law enforcement until July 14, 2015 (the following year), 10½ months after the alleged incident occurred. The Complainant reported the alleged incident to the El Segundo Police Department after being directed to do so by a Sheriff's Department employee.[39]

The El Segundo Police Department investigated the Complainant's initial report of stalking as well as the additional allegation of domestic violence. During her interview with El Segundo Police detectives on July 20, 2015, the Complainant stated after she told Mandoyan to leave her apartment, he left the location and took her cell phone with him. The Complainant later told Internal Affairs Bureau detectives she used an old cell phone to take pictures of alleged injuries sustained to her neck and arms.[40]

The Complainant did not take photographs of her jeans or the alleged damage to the clothing located in her closet. At a later date, she took a photograph of the damaged door and submitted that photo to investigators. While a member of the public would not be expected to know what to do, at the time of the alleged incident, the Complainant was a trained and experienced Deputy Sheriff, having been employed by the Department for eight years.

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[38] Attachment 20, Internal Affairs Bureau interview transcript of Complainant, June 24, 2016, p. 32-34.

[39] Attachment 21, El Segundo Police Department 911 call transcript. p. 1.

[40] Attachment 20, Internal Affairs Bureau interview transcript of Complainant, June 24, 2016, p. 35-36.

She was trained in the proper handling of domestic violence incidents, reporting procedures, and the need to document incidents in a timely manner.

Approximately two hours after the alleged domestic incident described above, the Complainant told investigators she began searching for Mandoyan to retrieve her phone. She told investigators she drove to the restaurant parking lot where Mandoyan had left his car and found him sitting inside of the vehicle. Ultimately, the Complainant and Mandoyan returned to her apartment, smoked cigarettes together, and talked for about an hour. The Complainant told investigators that Mandoyan apologized to her and returned her phone.[41]

C. September 3, 2014: Mandoyan's [redacted]

On September 3, 2014, two days after the alleged domestic incident, Mandoyan had [redacted]. After his [redacted], Mandoyan indicated the Complainant took care of him while he [redacted].[42]

D. December 27, 2014: The Patio Incident and the Missing Video Recording

Despite the alleged domestic incident months prior, the Complainant and Mandoyan continued dating. Mandoyan would reportedly spend the night at the Complainant's apartment three to five days a week.[43] [44] The Complainant also gave him a key to her apartment.[45]

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[41] Attachment 20, Internal Affairs Bureau interview transcript of Complainant, June 24, 2016, p. 43-44.

[42] Attachment 22, Internal Affairs Bureau interview transcript of Mandoyan, July 14, 2016, p. 20.

[43] Attachment 23, Civil Service Commission Hearing interview transcript of Complainant, July 26, 2017, p. 169-170.

[44] Attachment 24, Internal Affairs Bureau interview transcript of Subject Mandoyan, July 14, 2016, p. 6.

[45] Attachment 25, Internal Affairs Bureau interview transcript of Subject Mandoyan, July 14, 2016, p. 81.

On December 27, 2014, the Complainant and Mandoyan were involved in an argument while he was visiting with her inside the apartment. At some point, Mandoyan stepped outside of the apartment and onto the second story patio.

When Mandoyan stepped outside onto the patio, the Complainant locked the sliding patio door. Mandoyan asked the Complainant to let him back inside, but she refused. Mandoyan was unable to leave the location because his duty handgun, keys (including his key to the apartment[46]), and backpack were still located inside with the Complainant.[47] [48] While Mandoyan was locked outside, the Complainant began recording him on her cell phone.

1. Videos of December 27, 2014

The Complainant provided three videos of the December 27, 2014 patio incident involving Mandoyan to investigators. Based on meta-data obtained from the videos and the file naming conventions automatically assigned by the cellphone, a fourth video was determined to be **missing**. This video was identified as video file number '701'. The length of this missing video may have been up to 18 minutes.

Although attempts were made by investigators to retrieve the video, it is unknown why the Complainant never provided missing video '701' or details of what the recorded video contained. The following are transcripts of the December 27, 2014 videos obtained during the investigation:[49]

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[46] Attachment 25, Internal Affairs Bureau interview transcript of Subject Mandoyan, July 14, 2016, p. 81.

[47] Attachment 22, Internal Affairs Bureau interview transcript of Subject Mandoyan, July 14, 2016, p. 21-22.

[48] Attachment 26, Rehired LA Sheriff's deputy speaks out amid controversy: "*My life has been ruined, it's been destroyed*." ABC 7 Investigations. Miriam Hernandez and Lisa Bartlet, March 30, 2019. https://abc7.com/rehired-la-sheriffs-deputy-speaks-out-amid-controversy/5226604/

[49] Attachment 28, Civil Service Report on Submitted Matter, January 4, 2018, p. 7-12.

a. *Video 700 (December 27, 2014 at 3:56 PM – 19 seconds in length)*

This video depicts Mandoyan in the patio area (no words were spoken between the Complainant and Mandoyan).

b. *Video 701 (December 27, 2014 – Up to 18 minutes in length) STATUS OF VIDEO: "Missing"*

This video was never provided to the El Segundo Police Department, Internal Affairs Bureau, or to the Civil Service Hearing by the Complainant or by the Complainant's cousin, Witness 2 [redacted] The Complainant allegedly had emailed copies of the videos to Witness 2 [redacted]

c. *Video 702 (December 27, 2014 at 4:15 PM – 27 seconds in length)*

Video 702 depicts Mandoyan in the patio area. The following verbal exchange can be heard between the Complainant and Mandoyan:

Mandoyan: *"Ohhh Really"*

Complainant: *"Yeah"*

Mandoyan: *"Go ahead"*

Complainant: *"I'm going to"*

Mandoyan: *"Go Ahead"*

Mandoyan: *Inaudible*

d. Video 703 (December 27, 2014 at 4:15 PM – 19 seconds in length)

Video 703 depicts Mandoyan in the patio area. The following verbal exchange occurred between the Complainant and Mandoyan:

Complainant: *"Stop"*

Mandoyan: *"What"*

Complainant: *"What do you think I'm doing?"*

Mandoyan: *"Recording me"*

Complainant: *"Yeah I am"*

Complainant: *"Stop trying to break into my house"*

Mandoyan: *"Ohh ok"*

Complainant: *"Ok film me filming you"*

Of note is the tone and demeanor between Mandoyan and the Complainant in the videos. The Complainant's speech in the videos appeared casual, and there did not seem to be any sense of apprehension while the Complainant and Mandoyan filmed each other. The Complainant did not contact law enforcement before, during, or shortly after this incident. Months later, while being interviewed by the El Segundo Police Department, the Complainant made no reference to being fearful. The El Segundo Police investigator introduced the notion that the Complainant was afraid.

The investigator commented, *"Well it seems like you were afraid because you brought the video out"* [50] to which the Complainant responds *"Yeah. Well, I had to get some sort of tangible proof that this is what's going on."*

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[50] Attachment 27, El Segundo Police Department transcript of Complainant, July 20, 2015, p. 14-15.

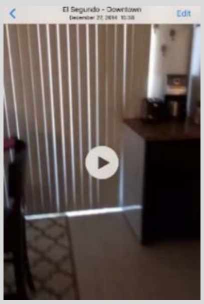
VIDEOS RECORDED BY COMPLAINANT - DECEMBER 27, 2014			
VIDEO ID NO.	**VIDEO SCREENSHOT WITH METADATA**	**LENGTH OF VIDEO**	**DATE / TIME OF OCCURRENCE**
700		**19 Seconds**	December 27, 2014 Start Time: 3:56 pm
701	Missing Video	Unknown Length Video up to **18 minutes**	December 27, 2014 Start time unknown **18 minute gap between Video 700 and Video 702**
702		**27 Seconds**	December 27, 2014 Start Time: 4:15 pm
703		**19 Seconds**	December 27, 2014 Start Time: 4:15 pm

Table 2 Chart depicting video recordings on December 27, 2014

Video '702', which is 27 seconds in length, was cited as compelling evidence by the Civil Service Hearing Officer in his decision. This video was discussed at length in the OIG Report and was eventually released to the media. What has not been discussed, until this report, is the 18-minute gap between videos '700' and '702'.

The contents of missing video '701' may have added important context to the Complainant and Mandoyan's interaction on the patio and its ultimate resolution. Video '700' (19 seconds long) only depicts Mandoyan standing outside on the patio. Video '702' (27 seconds long) depicts Mandoyan allegedly trying to open the sliding glass patio door. Video '703' (19 seconds long) depicts Mandoyan standing outside while holding a broom handle. Mandoyan then began recording the Complainant as she was recording him. Missing video '701' may have provided important perspective and context of the incident to the Case Review Panel and Civil Service Hearing Officer, especially due to its potential length of time (up to 18 minutes).

One of the issues raised by the Civil Service Commission Officer, in his decision to uphold Mandoyan's termination, was the recorded video(s) never depicted Mandoyan asking for his property back. Mandoyan's property had been inside the apartment at the time. The Hearing Officer's comments are relevant as Mandoyan stated he was merely trying to retrieve his property containing his car keys and duty handgun from inside the apartment. A video corroborating Mandoyan's statement may have had an impact on the Hearing Officer's ruling.[51]

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[51] Attachment 28, Civil Service Hearing Report on Submitted Matter, January 4, 2018, p. 18.

During the entire 19-minute encounter, only 65 seconds of the incident had been video recorded and provided to investigators.

The Civil Service Officer and Case Review Panel ultimately based their decision, in part, on only 6% of the 19-minute long encounter.

It is unknown why investigators did not investigate the existence or possible deletion of missing video '701' further.[52] [53] [54] [55] When investigators asked Witness 2 if she had missing video '701', Witness 2 responded, *"Yes, sir. I know I do. I made sure that I saved them on the flash drive."*[56] Although Witness 2 was adamant about having the missing video saved on a flash drive, she never provided video '701' to investigators.

Table 3 (below) is a chart depicting the duration of the incident compared to the length of the submitted videos.

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[52] Attachment 29, Email subject: Privacy from: Detective Privacy to: Sergeant Investigator July 12, 2016 at 3:30 pm.

[53] Attachment 30, Email subject: Administrative investigations involving Deputy [Complainant], from: Witness 2 to: Sergeant Investigator July 13, 2016 at 6:46 pm.

[54] Attachment 31, Civil Service Commission Hearing transcript of Sergeant Investigator July 24, 2017, p. 91-92.

[55] The investigator was not interviewed for this report.

[56] Attachment 32, Internal Affairs Bureau interview transcript of Witness 2 July 13, 2016, p. 4.

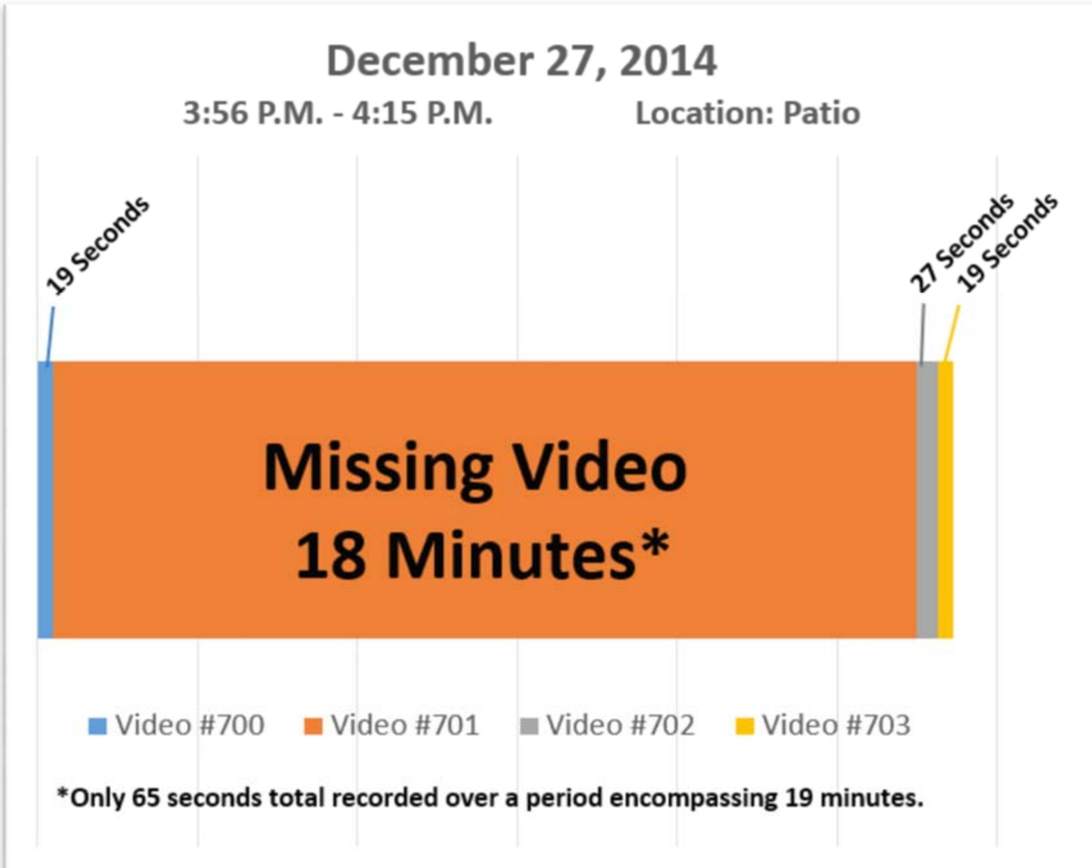


Table 3 Length of videos recorded on December 27, 2014

E. December 27, 2014: The Dating Relationship Ends

On the evening of December 27, 2014, the Complainant went to work. Despite the incident on her apartment patio a few hours earlier, the Complainant texted Mandoyan on that same night and on the following day at least 19 times.

The Complainant texted Mandoyan she loved him and also asked him to help her write a police report. The following morning, the Complainant asked Mandoyan to buy her clothing and hand warmers while he was out shopping.

In a text message she sent him on December 28, 2014, the Complainant asked Mandoyan to call her when he was not busy.[57]

Sometime in December of 2014, the Complainant and Mandoyan ended their dating relationship. Despite being broken up, they maintained a personal relationship.[58] [59] They continued texting and calling each other using statements such as ***"I love you"*** and ***"love u to."***[60]

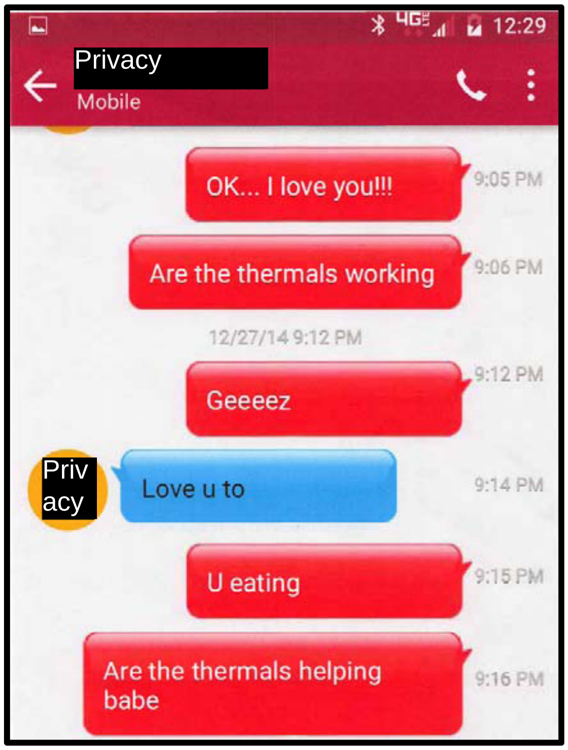


*Figure 1 text messages between Complainant and Mandoyan December 27, 2014, five **(5) hours** after the patio incident.*

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[57] Attachment 33, Text messages to and from the Complainant and Subject Mandoyan, December 27-28, 2014.

[58] Attachment 34, Civil Service Commission Hearing transcript of Complainant, September 27, 2017, p. 99.

[59] Attachment 25, Internal Affairs Bureau interview transcript of Subject Mandoyan, July 14, 2016, p. 82.

[60] Attachment 33, Text messages to and from the Complainant and Subject Mandoyan, December 27-28, 2014.

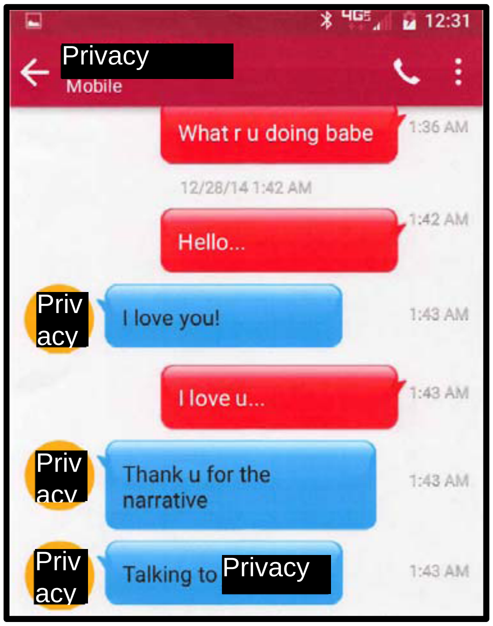


*Figure 2 text messages between Complainant and Mandoyan December 28, 2014, nine **(9) hours** after the patio incident.*

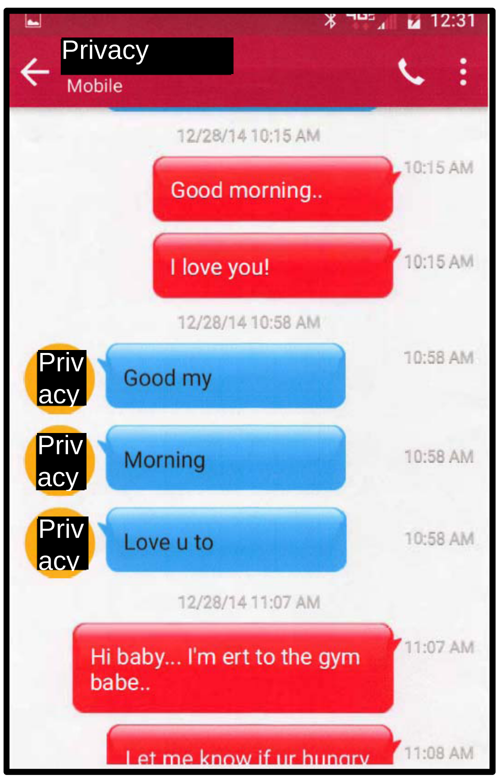


*Figure 3 text messages between Complainant and Mandoyan December 28, 2014, the **morning after** the patio incident.*

1. January 25, 2015: Contact with Complainant

On the evening of January 25, 2015, Mandoyan texted the Complainant asking her for assistance in gaining access to a venue while she was at work.[61] Based upon text messages submitted into evidence, the Complainant asked an unknown person to let Mandoyan into the location. At 10:14 pm, the Complainant texted Mandoyan *"I'm here"* which he replied via text, "*Ok…I'm gonna (sic) walk down…"* [62]

During the Complainant's Civil Service Hearing testimony, the Complainant testified that on the evening of January 26, 2015, she left work 30 minutes early without notifying a supervisor.

She later claimed she left work early without authorization because she had been *"afraid when Mandoyan showed up uninvited"* to her work.[63] The Complainant expressed this fear despite the text messages she exchanged with Mandoyan that night indicating they were going to meet up at 10:14 pm that same evening. At 3:14 am, Mandoyan called the Complainant and had a two-minute conversation. According to Mandoyan's cell phone log, upon the conclusion of Mandoyan's prior phone call, she immediately called Mandoyan back and spoke with him for an additional 26 minutes.[64]

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[61] Complainant was assigned to the Privacy [redacted].

[62] Attachment 35, Text message conversation to and from the Complainant and Subject Mandoyan, January 25, 2015.

[63] Attachment 28, Civil Service Hearing Report on Submitted Matter, January 4, 2018, p. 12.

[64] Attachment 34, Civil Service Commission Hearing transcript of Complainant, September 27, 2017, p. 106-107.

Shortly after their phone calls, Mandoyan arrived at the Complainant's apartment to continue their conversation. He asked her to let him inside her apartment to talk, but she refused. Mandoyan then tried speaking with her through her bathroom window. The Complainant then began video recording him.[65] Although the videos are dark and difficult to decipher, the Complainant can be heard asking Mandoyan to leave her residence. He subsequently complied and left the location.

The District Attorney's Office declined to file criminal charges against Mandoyan, regarding the allegation he attempted to enter the apartment citing *"…no felonious intent, no theft intent…"*[66]

While this recorded incident was shorter in duration than the previously recorded patio incident, some trends emerged that call the credibility of the videos into question.

Approximately six minutes elapsed between the time the Complainant began recording Mandoyan at the bathroom window to when she stopped recording. She recorded seven videos during that time period. Similar to the patio incident, one video in the sequence was never turned over to investigators. Some of these videos are only seconds long, while missing video '782' may be up to **four minutes in length**.

At one point in the recorded portion of the video, the Complainant stated, *"I'm calling the cops,"* then she momentarily shut the video camera off. As in the

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[65] Attachment 28, Civil Service Hearing Report on Submitted Matter, January 4, 2018, p. 9-12.

[66] Attachment 9, Los Angeles County District Attorney Charge Evaluation Worksheet regarding Case Number Privacy [redacted] September 8, 2015.

case with the patio incident, the Complainant did not call law enforcement before, during, or shortly after the incident. The Complainant only called law enforcement when ordered to do so by a Sheriff's Department employee months after the incident.[67]

Upon analysis of the December 27, 2014 and January 25, 2015 videos, a similar pattern emerged. Both incidents had missing videos and both were recorded in a similar fashion, with the video being shut off and restarted multiple times, as depicted in Table 4 below.

[67] Attachment 8, El Segundo Police Report #Privacy [redacted] authored by Officer Privacy [redacted] July 14, 2015.

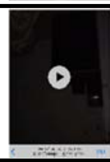
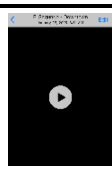
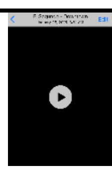
VIDEOS RECORDED BY COMPLAINANT - JANUARY 26, 2015			
VIDEO ID NO.	**VIDEO SCREENSHOT WITH METADATA**	**LENGTH OF VIDEO**	**DATE / TIME OF OCCURRENCE**
777		**3 Seconds**	**January 26, 2015 Start Time:: 3:49 am**
778		**7 Seconds**	**January 26, 2015 Start Time: 3:49 am**
779		**14 Seconds**	**January 26, 2015 Start Time: 3:50 am**
780		**73 Seconds**	**January 26, 2015 Start Time: 3:50 am**
781		**53 Seconds**	**January 26, 2015 Start Time: 3:51 am**
782	Missing Video	**Unknown Length Video up to <u>4 Minutes</u>**	**January 26, 2015 Start time unknown 4 Minute Gap**
783		**29 Seconds**	**January 26, 2015 Start Time: 3:55 am**

Table 4 Chart depicting video recordings on January 26, 2015

As depicted in Table 5 below, out of a nearly seven-minute encounter (419 seconds), only 43% (179 seconds) of the encounter was recorded and provided to investigators. Up to four-minutes, or over half (57%), of the video was identified as missing from the sequence of recorded events. There was no explanation as to what occurred during that time period.

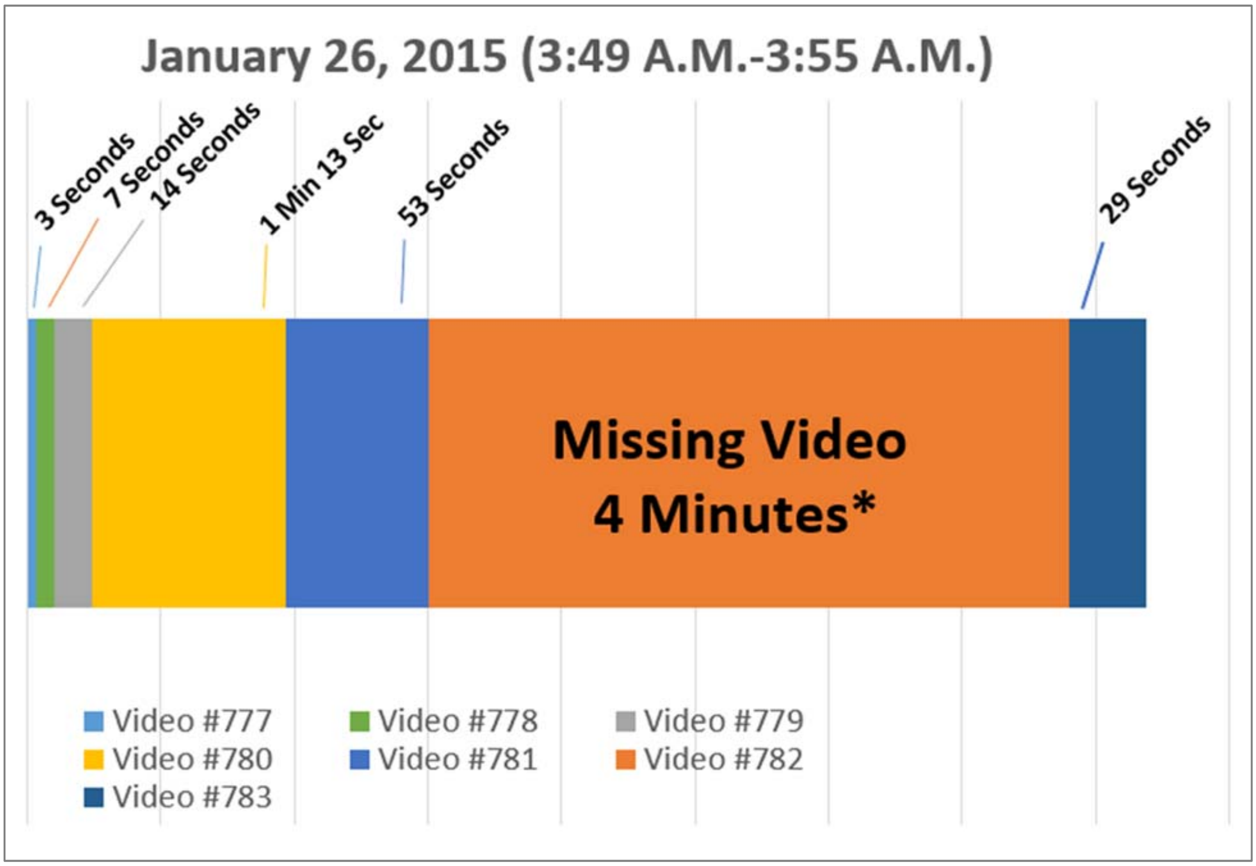


Table 5 Length of videos recorded on January 26, 2015

VI. Complainant Calls and Threatens Mandoyan

A. June 3, 2015: Memorandum from Mandoyan

On June 3, 2015, while working at the South Los Angeles Sheriff's Station, Mandoyan received a telephone call from the Complainant. The Complainant began yelling, cursing, and threating Mandoyan. She told him:

> *"You can say goodbye to your job, you fucking idiot. You're a fucking idiot. When I'm done with you you're going to need a psych (psychological) approval to get your job back. You're a stupid motherfucker."*

The Complainant added that he was a "*basehead*"[68] and stated she was going to call his Watch Commander[69] and tell him he had broken into her home. She also threatened to make up incidents by saying she would tell the Watch Commander *"anything else that I want"*. Mandoyan immediately notified his supervisor who ordered him to document the conversation in a Department memorandum.[70] During Mandoyan's Civil Service Hearing, the Complainant admitted to making these statements to him because she was upset.[71]

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[68] A derogatory term referring to an abuser of narcotics.

[69] Generally refers to the on duty Lieutenant at a Department facility.

[70] Attachment 36, Memorandum: Mandoyan to Lieutenant Privacy [redacted] - Subject: Phone call I received from [Complainant], June 3, 2015.

[71] Attachment 37, Civil Service Commission Hearing transcript of Complainant, September 27, 2017, p. 161-162.

B. June 23, 2015: The Complainant Notifies the Department

On June 23, 2015, the Complainant filed a Policy of Equality (POE) violation report with her supervisor against Mandoyan.[72] She accused Mandoyan of stalking her, breaking into her apartment, and preventing her from obtaining a promotion as an investigator with the Special Victims Bureau (SVB).[73]

At the time the Complainant filed the POE, she did not disclose her most serious allegation of Mandoyan assaulting her in 2014. Furthermore, she did not disclose she possessed photos allegedly related to the incident. Since the Complainant alleged Mandoyan stalked her in the city of El Segundo, the Complainant was advised by her supervisor to contact the El Segundo Police Department to file a report.

C. July 14, 2015: The Complainant Notified the El Segundo Police Department

On July 14, 2015, the Complainant dialed 911 to report allegations against Mandoyan. The following is a transcript of the 911 call received by the El Segundo Police Department:[74] [75]

Dispatch: *"Police Dispatch. May I help you?"*

Complainant: *"Yeah. I need to have someone come out and take a report."*

Dispatch: *"What kind of report?"*

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[72] Attachment 7, Policy of Equality Report / Notification Form, June 23, 2015, p. 1-5.

[73] The Special Victims Bureau is a unit within the Department which employs Detectives who investigative crimes related to sexual assault, child molestation, and child abuse.

[74] Attachment 21, El Segundo Police Department 911 call transcript. p. 1-2.

[75] There was no emergent situation; however, for reasons unknown, the Complainant dialed 911 instead of calling the non-emergency business number.

Complainant: *“It's like a stalking and like domestic violence, and my ex tried to break into my house.”*

Dispatch: *“Okay. What's your address?”*

Complainant: *“It isn't emergent. It's* [redacted]

Dispatch: [redacted]

Complainant: *“Yeah. (INAUDIBLE).”*

Dispatch: *“When did this happen?”*

Complainant: *“Well, it's happened over the last eight months.”*

Dispatch: *“What happened that made you dial today?”*

Complainant: *“Well, I'm, I'm a deputy; he's a deputy. And he wouldn't, he hadn't stopped leaving me alone, so I had to get our Department involved. And I filed a restraining order today, and he was relieved of duty on Friday. And our Internal Criminal Affairs needs me to get a police report.”*

Dispatch: *“Okay. For what agency?”*

Complainant: *“L.A. County.”*

Dispatch: *“And what's your name?”*

Complainant: [redacted]

Dispatch: *Your last name?* [redacted]

Complainant: [redacted] *yeah.”*

Dispatch: *“What's your phone number?”*

Complainant: [redacted]

Dispatch: *“So he didn't make any, any threats or show up there today at all?”*

Complainant: *“No.”*

Dispatch: *“Okay. I'll send an officer over.”*

Complainant: *“Thank you.”*

Dispatch: *"All right."*

Contrary to the Complainant's claims of a past domestic incident during the 911 call to the El Segundo Police Department, the Los Angeles County Sheriff's Department was still unaware of the alleged domestic violence incident.

D. September 8, 2015: Criminal Case Rejected by the District Attorney's Office

At the conclusion of the El Segundo Police Department's criminal investigation, the case was submitted to the Los Angeles County District Attorney's Office for filing consideration.

The case was reviewed by Deputy District Attorney [redacted] from the Victim Impact Program (VIP), along with Head Deputy District Attorney [redacted] VIP prosecutors specialize in the field of domestic violence and have extensive training and experience in domestic violence cases. On September 8, 2015, the District Attorney's Office declined to file any criminal charges against Mandoyan due to insufficient evidence. The District Attorney's Office provided the following explanation:[76]

> *"On 7/14/15 the victim/ex GF reported that the suspect/ex BF got angry on 9/1/14 and grabbed her by the back of her neck and pushed her face down on the couch. He then ripped her jeans off of her body, then grabbed her by her neck with one hand squeezing her neck for about 15 to 30 seconds. She was able to fight him off and get away.*

[76] Attachment 9, Los Angeles County District Attorney Charge Evaluation Worksheet regarding Case Number [redacted] September 8, 2015.

She has provided photos of minor injuries (bruises/redness) to her neck and back of her arm that she states were caused by him during the described assault and the pictures taken by her after the assault. No witness to assault and 10 and 1/2 month delayed reporting. Victim provided video she took of him on two occasions trying to get into house. She saw him, told him to go away and that she was videotaping him and he left. No evidence regarding a felonious intent or theft intent. Both are sworn law enforcement and case was reviewed by Privacy [redacted] *and referred to me.* ***Insufficient evidence to prove BRD*** *[beyond reasonable doubt]. Internal affairs continues to investigate."*

VII. The Administrative Investigation

On the same day (September 8, 2015) the District Attorney's Office refused to file criminal charges against Mandoyan, the Los Angeles County Sheriff's Department initiated an administrative investigation related to the allegation(s).[77]

Although the Internal Affairs Bureau initiated the administrative investigation on September 8, 2015, the assigned IAB detective did not start working on the case until late June 2016, nine months after the case had been opened.

In July 2016, IAB interviewed the Complainant and several witnesses. Pursuant to these interviews, numerous inconsistencies became apparent.

There were significant differences between numerous statements made by the Complainant compared with those made by the witnesses.

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[77] Attachment 38, Internal Affairs Bureau Investigator's Log, p. 1.

Most of the inconsistencies centered on who the Complainant spoke with immediately after the various incidents.

A. Inconsistent Witness Statements

This section of the report identifies witness statements which contradict the Complainant's statements. This raises questions about the OIG Report's assertion that *"multiple witnesses corroborated the* [Complainant's] *specific allegations."*[78]

1. Witness 2 [redacted]

Witness 2 [redacted] the Complainant's cousin, made statements and gave testimony which had been considered credible by the Sheriff's Department Case Review Panel and the Civil Service Hearing Officer. A review of various reports and transcripts raises questions related to the veracity of Witness 2 [redacted] reliability.

- **July 20, 2015**: The Complainant first identified Witness 2 [redacted] during her initial interview with El Segundo Police Department detectives. In the El Segundo Police Department report, the Complainant stated she "[S]poke to her cousin immediately after being choked."[79]
- **July 29, 2015**: El Segundo Police Department's Detective Privacy [redacted] interviewed Witness 2 [redacted] by telephone about her knowledge of the alleged September 1, 2014 incident.

[78] Attachment 1, Office of Inspector General County of Los Angeles, Initial Implementation by the Los Angeles County Sheriff's Department of the Truth and Reconciliation Process, July 2019, p. 8.

[79] Attachment 8, El Segundo Police Report #Privacy [redacted] Supplement No Priva [redacted] reported by Detective Priva [redacted] July 29, 2015, p. 2-3.

> Witness 2 told Detective Privacy the Complainant contacted her "*…in September of 2014*". Witness 2 also stated the Complainant told her Mandoyan "*…got physical with her*". Witness 2 said the Complainant did not go into any detail with her about the alleged incident.[80]

At first glance, these statements by Witness 2 appear credible. When compared with statements she made to the Sheriff's Department's Internal Affairs Bureau investigator, one year after the 2015 incident, inconsistencies appear. Specifically:

- <u>July 13, 2016</u>: Witness 2 stated the Complainant told her about the alleged assault. *"They had gotten into an argument. I don't even remember what the argument was about, but he was trying to get her phone and in the process, he was just pulling at her and her skirt had gotten ripped, her clothes were torn. Just trying to get to her phone and just being an argument."*[81]

On July 20, 2015, the Complainant specifically stated to El Segundo Police Department detectives that her jeans had been ripped from the button down to the legs.[82] This statement is inconsistent with Witness 2 statement on July 13, 2016 regarding the Complainant wearing a skirt. At no time did Witness 2 ever state Mandoyan had choked the Complainant.

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[80] Attachment 8, El Segundo Police Report #Privacy Supplement No Priva reported by Detective Priva [redacted] July 29, 2015, p. 3.

[81] Attachment 32, Internal Affairs Bureau interview transcript of Witness 2 July 13, 2016, p. 4.

[82] Attachment 19, El Segundo Police Department interview transcript of Complainant, July 20, 2015, p. 8.

Taking both of Witness 2 [redacted] statements into consideration, a significant conflict is identified in the Complainant's July 2016 interview with the Internal Affairs Bureau investigator. During this interview, the Complainant repeatedly stated she had not told anybody about the alleged domestic incident between herself and Mandoyan. The IAB transcript below states specifically what the Complainant told the investigator:

Investigator [redacted] *"Okay. And just to be clear, you, on the date of that incident, you never called El Segundo…"*

Complainant: *"I never called El Segundo. I never called anybody."* [83]

Investigator [redacted] *"Did you ever, did you call* Witness 1 [redacted] *after this incident and let her know what happened after she had left?"*

Complainant: *"No, no."*

Investigator [redacted] *"Okay."*

Complainant: *"I never told anybody"*

Investigator [redacted] *"About this?"*

Complainant: *"Right."* [84]

Another area of concern about the veracity of Witness 2 [redacted] statements arose when she appeared to be caught in a lie. Witness 2 [redacted] testified she went on a ride-along with the Complainant at the Privacy [redacted] Station.[85]

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[83] Attachment 20, Internal Affairs Bureau interview transcript of Complainant, June 24, 2016, p. 37.

[84] Attachment 20, Internal Affairs Bureau interview transcript of Complainant, June 24, 2016, p. 40.

[85] A ride-along allows both potential deputy applicants and citizens to ride in a patrol car with a deputy during some or all of their shift.

In her interview with the Internal Affairs Bureau, Witness 2 stated on the day of her ride-along, Mandoyan [physically] **showed up** 5-6 times during the shift.[86]

In her Civil Service Hearing testimony, under cross-examination by Mandoyan's attorney, Witness 2 stated (without any explanation for the disparity in her statements), Mandoyan only showed up once during that evening to eat with her and the Complainant. Witness 2 then stated that Mandoyan had been calling and texting the Complainant.[87]

2. Witness 1

Witness 1 was with the Complainant and Mandoyan on the evening of September 1, 2014, prior to the alleged domestic incident. In Witness 1 July 21, 2016 Internal Affairs interview, she stated she spoke with the Complainant on the night of the incident.

Witness 1 said she attempted to call the Complainant on her cell phone when she arrived home, but the Complainant did not answer. She eventually spoke with the Complainant later that night. Refer to the transcript excerpt below:[88]

Investigator	*"And then you had mentioned that later that night you actually spoke to her, correct?"*
Witness 1	*"Yes."*
Investigator	*"How, how much later do you think that was?"*
Witness 1	*"Well, I spoke to her, well, I spoke to her and found out that she, that [Mandoyan] had had her phone and I think not too much later after that, like, maybe, like, a couple hours after I had texted her."*

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[86] Attachment 32, Internal Affairs Bureau interview transcript of Witness 2 July 13, 2016, p. 6.
[87] Attachment 39, Civil Service Commission Hearing transcript of Witness 2 July 24, 2017, p. 132.
[88] Attachment 17, Internal Affairs Bureau interview transcript of Witness 1 July 21, 2016, p. 7.

Investigator *"And, go ahead."*

Witness 1 *"She, she had an old cell phone that was still working she didn't use much, I think she had ended up calling me from that phone. And, and kind of asked me if, if I had gotten a call from her phone or, or if, you know, if I had texted her and I told her, yes, I texted you that I got home, this and that, and that's how I found out that she didn't have her regular phone at that time."*

Witness 1 statements regarding speaking with the Complainant are inconsistent with what the Complainant told the Internal Affairs Bureau investigator. As indicated in the excerpt below, the Complainant repeatedly told the IAB investigator she did **not** speak with anyone the night of the alleged domestic incident:[89]

Investigator *"Okay. And just to be clear, you, on the date of that incident, you never called El Segundo…"*

Complainant: *"I never called El Segundo. I never called anybody."*

Investigator *"All right."*

Complainant: *"And I wouldn't, I did have any means to call anybody."*

After the Complainant stated to the Internal Affairs Bureau investigator she had not called anyone, the investigator asked the Complainant specifically about calling Witness 1 The investigator asked, *"Did you call Witness 1 after this incident and let her know what happened after she had left?"* The Complainant responded with, ***"No, no… I never told anybody."***[90]

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[89] Attachment 20, Internal Affairs Bureau interview transcript of Complainant, June 24, 2016, p. 37.
[90] Attachment 20, Internal Affairs Bureau interview transcript of Complainant, June 24, 2016, p. 40.

Witness 1 statement conflicts with the Complainant's. When asked if she called anyone that night, as stated earlier, the Complainant claimed she had no means to do so.

The OIG Report references this telephone call again, stating both the Complainant and a friend Witness 1 each made statements that they spoke about the incident on the night it occurred.[91] Contrary to the OIG Report, the Complainant and Witness 1 statements do not corroborate the reports they made claiming they spoke on the evening of the alleged incident.

Regarding the choking allegation, Witness 1 told the Internal Affairs Bureau investigator the Complainant and Mandoyan *"had gotten semi-physical"* and they *"kind of tussled."*[92]

> Investigator *"And then what did [Complainant] tell you specifically about, you had mentioned some physical activity between the two of them, what, what was that activity that she told you about?"*

> Witness 1 *"That, that they, they got in a bigger fight and were shouting at each other and, and she shut the bedroom door and locked him out and he tried to make his way through the bedroom door, and kicked, you know, a partial hole in the bedroom door, you know, that was after, you know, they had kind of tussled and she, he had torn her jeans, and, you know, she was telling him to get, you know, get into the bedroom and lock him out, I think that was at the, that was the point when he took her cell phone and stuff and, and left. I don't exactly remember how it reached that point, I just remember there was a lot of accusations going around."*

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[91] Attachment 1, Office of Inspector General County of Los Angeles, Initial Implementation by the Los Angeles County Sheriff's Department of the Truth and Reconciliation Process, July 2019, p. 6.

[92] Attachment 17, Internal Affairs Bureau interview transcript of Witness 1 July 21, 2016, p. 5-6.

Up to this point, [redacted] did not mention the Complainant telling her that Mandoyan choked her until the IAB investigator asked her a leading question, *"Did, did she mention anything about him attempting to either choke her of punch her or anything like that?"* [92]

At this stage in her interview, she stated the alleged altercation between the Complainant and Mandoyan took place after he took the Complainant's phone. Below is an excerpt from [redacted] interview with the Internal Affairs Bureau investigator:

> [redacted] *"Did, did she mention anything about him attempting to either choke her or punch her or anything like that?"*
>
> [redacted] *"I, I think that happened after he came back. Cause she tried to chase him down when he took off with her phone and walked, so she went back to the apartment and later on he came back and, and I think that that was when point when, when that happened."*

Throughout the interview, [redacted] statements were often inconsistent and contradicted the Complainant's sequence of events. It should be noted, [redacted] had not been present during the alleged domestic incident on September 1, 2014. [redacted] only stated what the Complainant allegedly told her had occurred after she left the Complainant's apartment. Furthermore, [redacted] did not testify at Mandoyan's Civil Service Hearing; thus, the Hearing Officer did not hear a first-hand account of [redacted] statements, including the inconsistencies between [redacted] and the Complainant's statements.

3. Complainant Inconsistent Statements

The Complainant initially told the El Segundo Police Department Mandoyan forced his way into her bedroom, removed clothing from her closet, and started ripping them.[93] During the Internal Affairs interview, she stated he never entered the bedroom and remained at the threshold of the room.

During the same interview, she changed her statement and said Mandoyan did enter the bedroom and unsuccessfully attempted to rip up her clothing inside her closet.[94]

The Complainant also told the El Segundo Police Department Mandoyan damaged her bedroom door by kicking it to prevent it from closing. During the administrative investigation, she stated Mandoyan had not kicked the door, but merely put his foot in a position to prevent the door from closing.[95] Mandoyan stated the door was very thin and had been previously damaged.[96] Since the Complainant did not take any photos of the inside of her bedroom, it is unclear if the allegation(s) that he entered her bedroom and tore her clothing ever occurred.

There were further inconsistencies found when the Complainant alleged Mandoyan undermined her efforts to secure a position within the Department's Special Victims Bureau (SVB).

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[93] Attachment 8, El Segundo Police Report #Privacy authored by Officer Privacy July 14, 2015, p. 3.

[94] Attachment 20, Internal Affairs Bureau interview transcript of Complainant, June 24, 2016, p. 34.

[95] Attachment 20, Internal Affairs Bureau interview transcript of Complainant, June 24, 2016, p. 32.

[96] Attachment 40, Internal Affairs Bureau interview transcript of Subject Mandoyan, July 14, 2016, p. 18.

The Complainant later admitted she never applied for a position with SVB.[97] This negated the allegation that Mandoyan attempted to prevent her from obtaining the position.

B. Stalking and Harassment Allegations

Although the Complainant accused Mandoyan of stalking and harassing her in person and via telephone,[98] there was insufficient evidence to prove either criminal charge. By all accounts and as noted by the Civil Service Hearing Officer, the Complainant and Mandoyan's relationship had been dysfunctional.[99] Additionally, the Complainant's allegations did not meet the criteria for a criminal charge of stalking under California Penal Code §646.9.

The District Attorney's Office never charged Mandoyan for the crimes of stalking or harassment as the District Attorney did not consider these allegations for filing consideration.[100]

C. Preponderance of Evidence

The lack of a timely medical examination of the Complainant excluded potential evidence to determine if a domestic incident had occurred.

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[97] Attachment 41, Civil Service Commission Hearing transcript of Complainant, September 27, 2017, p. 86.

[98] Attachment 7, Policy of Equality Report / Notification Form, dated June 23, 2015, p. 1.

[99] Attachment 28, Civil Service Hearing Report on Submitted Matter, dated January 4, 2018, p. 24.

[100] Attachment 9, Los Angeles County District Attorney Charge Evaluation Worksheet regarding Case Number Privacy [redacted] The document was signed September 8, 2015.

Based on the inconsistencies within a multitude of statements, lack of witnesses, lack of medical documentation, delays in reporting, tainting of potential evidence, and the opinion of the District Attorney's Office, it is extremely difficult to determine conclusively if a domestic incident had occurred.

VIII. A Flawed Investigation and Unethical Conduct

In the past, Sheriff Villanueva made public comments indicating Mandoyan had been denied due process, and a prosecuting Department employee withheld exculpatory evidence during Mandoyan's Civil Service Hearing. In response to the Sheriff's comments, the OIG Report stated, *"These criticisms are not supported by the **available evidence**."* [101] Additionally, the July 2019 OIG Report stated the following:

> *"Moreover, even the Sheriff's 'Truth and Reconciliation Panel,' which re-evaluated the Mandoyan case, made no mention of **due process violations**, a **rushed Department investigation**, or **the hiding of exculpatory evidence** in its analysis and recommendation that Mandoyan be reinstated."* [102]

There was evidence; however, available to the OIG prior to the publication of their report supporting the statements made by Sheriff Villanueva.

A. Administrative Investigation Concerns

The Department's <u>Administrative Investigations Handbook,</u> utilized by the Internal Affairs Bureau, clearly directs Department investigators not to ask leading questions when conducting interviews. The handbook defines leading questions as *"…a question that contains the answer."*

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[101] Attachment 1, Office of Inspector General County of Los Angeles, Initial Implementation by the Los Angeles County Sheriff's Department of the Truth and Reconciliation Process, July 2019, p. 11.

[102] Attachment 1, Office of Inspector General County of Los Angeles, Initial Implementation by the Los Angeles County Sheriff's Department of the Truth and Reconciliation Process, July 2019, p. 17.

The Internal Affairs Bureau investigator in the Mandoyan case not only asked leading questions but suggested answers he was looking for. Per the Department's <u>Administrative Investigations Handbook</u>, this type of questioning is explicitly prohibited.

Throughout his investigation of the Mandoyan case, if a witness did not recall a specific incident, the IAB investigator would often ask the question multiple times or in various forms until he obtained the answer he appeared to be striving for. The investigator asked leading questions in at least two interviews. Below is an example of some of the leading questions the investigator had asked:

1. Internal Affairs Bureau Complainant Interview: June 24, 2016

Investigator [redacted] *"Okay. When he made, did he eventually enter the bedroom?"*

Complainant: *"No, it was kind of right there at the threshold of the living room and the bedroom."*

Investigator [redacted] *"Was there ever him throwing clothes or something to that…"*

Complainant: *"Oh yes, that's right, he did. Thank you."*

2. Internal Affairs Bureau Witness 4 [redacted] Interview: July 18, 2016

Witness 4 [redacted] a Department employee, was an acquaintance of Mandoyan and the Complainant. The Complainant and Witness 4 [redacted] were former colleagues and friends. A few months after the Complainant and Mandoyan broke up, Mandoyan began an intimate relationship with Witness 4 [redacted] This relationship lasted for about a month.[103]

[103] Attachment 8, El Segundo Police Report #Privacy [redacted] authored by Officer Privacy [redacted] July 14, 2015.

After the relationship with Mandoyan and Witness 4 [redacted] ended, Witness 4 [redacted] and the Complainant rekindled their friendship.

The Complainant and Witness 4 [redacted] friendship became so close, Witness 4 [redacted] assisted the Complainant in filing a temporary restraining order against Mandoyan. Witness 4 [redacted] even served Mandoyan with the temporary restraining order on behalf of the Complainant.

After learning about Witness 4 [redacted] past intimate relationship with Mandoyan, the investigator asked the witness if anything happened that she felt she should report. Witness 4 [redacted] gave a clear answer "*No*". Instead of moving forward with the interview, the investigator continued with, "*I mean would you…*" Again, Witness 4 [redacted] responded with "*No*". The investigator asked once again, "*Is there any crime you can think of that you'd be willing to try and prosecute him for anything?*" Witness 4 [redacted] stated "*No*" two additional times.[104]

3. Internal Affairs Bureau Witness 1 [redacted] Interview: July 21, 2016

During her interview with the Department's Internal Affairs Bureau, Witness 1 [redacted] stated the Complainant told her that Mandoyan and the Complainant *"…had gotten semi-physical"* and they *"kind of tussled."* The investigator responded with: *"Did she mention anything about him attempting to choke her?"* Only at this point, Witness 1 [redacted] thought she recalled that happening, but did not say it definitely happened.[105]

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[104] Attachment 42, Internal Affairs Bureau interview transcript of Witness 4 [redacted] July 18, 2016, p. 17-18.

[105] Attachment 17, Internal Affairs Bureau interview transcript of Witness 1 [redacted] July 21, 2016, p. 5-6.

B. Exculpatory Evidence Withheld

This section identifies exculpatory information in the Mandoyan case which was available but was apparently withheld by the Department in 2017.

1. Exculpatory Evidence – General Information

Exculpatory evidence is defined as evidence which will clear or tend to clear an accused defendant from guilt. This includes any evidence favorable to the accused, such as evidence that negates a defendant's guilt, evidence which would reduce a defendant's potential sentence, or any evidence relating to the credibility of a witness.

For purposes of this report, exculpatory evidence includes information which had been unknown, or information which was available but not considered or presented by the Department in its investigation and subsequent adjudication of this case.

C. Deputy [redacted] Interview

Deputy [redacted] an employee of the Department, was acquainted with both the Complainant and Mandoyan at the time of their dating relationship. In a news story dated March 30, 2019, ABC 7 reporters Miriam Hernandez and Lisa Bartley[106] reported Deputy [redacted] told them she had worked with both Mandoyan and the Complainant and had tried to mediate their disputes.

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[106] Attachment 26, Rehired LA Sheriff's deputy speaks out amid controversy: "*My life has been ruined, it's been destroyed*". ABC 7 Investigations. Miriam Hernandez and Lisa Bartley, March 30, 2019. https://abc7.com/rehired-la-sheriffs-deputy-speaks-out-amid-controversy/5226604/https://abc7.com/rehired-la-sheriffs-deputy-speaks-out-amid-controversy/5226604/

The ABC 7 article quoted [redacted] as saying:

> *"She (the Complainant) was concerned about breaking up with him" which the Complainant replied – "I don't want to break his heart."*
>
> [redacted] *says her law enforcement training kicked in and she pressed the female deputy... (and asked her) was she afraid of him... had she been abused?"*
>
> *"I specifically asked her – 'have you been hit... have you been pushed."*
>
> "*She made it crystal clear to me -* ***no, I have not been hit, I have not been pushed. I would be the one who would kick his [Mandoyan's] ass.***"

The March 30, 2019 ABC 7 news story quoted Mandoyan's attorney stating [redacted] recorded interview with the Department, along with the report, had been "*lost*".

Mandoyan's attorney stated this exculpatory evidence had not been disclosed or presented at Mandoyan's Civil Service Commission Hearing.[107] This information was discovered by Mandoyan's attorney only after the televised ABC 7 news story. The OIG Report acknowledged the existence of [redacted] statements;[108] however, other than an email to the Department seeking information about the [redacted] interview, the OIG did not appear to investigate the matter any further.[109]

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[107] Attachment 26, Rehired LA Sheriff's deputy speaks out amid controversy: *"My life has been ruined, it's been destroyed"*. ABC 7 Investigations. Miriam Hernandez and Lisa Bartley, March 30, 2019. https://abc7.com/rehired-la-sheriffs-deputy-speaks-out-amid-controversy/5226604/https://abc7.com/rehired-la-sheriffs-deputy-speaks-out-amid-controversy/5226604/

[108] Attachment 1, Office of Inspector General County of Los Angeles, Initial Implementation by the Los Angeles County Sheriff's Department of the Truth and Reconciliation Process, July 2019, p. 23.

[109] Attachment 43, Email subject: Channel 7 Mandoyan Interview, from: [redacted] to: [redacted] cc: [redacted] June 21, 2019 at 9:11 am.

1. Deputy [redacted] Came Forward in 2017

During her ABC 7 interview on March 30, 2019, Deputy [redacted] stated that in September 2017, she had been contacted via telephone by Sergeant [redacted] Deputy [redacted] recalled Sergeant [redacted] telling her she was recording the call, and Deputy [redacted] assumed Sergeant [redacted] worked at the Internal Affairs Bureau. Deputy [redacted] went on to say she provided Sergeant [redacted] the same information she later told ABC 7 in 2019, that the Complainant told her ([redacted] Mandoyan had not physically abused her and stated:

> ***"I have not been hit, I have not been pushed. I would be the one who would kick his ass."***

2. Disclosure of Deputy [redacted] Statements

Deputy [redacted] statements were considered exculpatory in nature. Mandoyan's attorney did not call Deputy [redacted] as a witness at the Civil Service Hearing because he was unaware of Sergeant [redacted] interview of Deputy [redacted] was not provided with a documented statement, a synopsis of their telephone conversation nor an interview log indicating Sergeant [redacted] and Deputy [redacted] ever spoke. By withholding Deputy [redacted] statements from Mandoyan's attorney, Mandoyan was denied his due process.

The 5th Amendment states no person shall be deprived of life, liberty or property without due process of law[110].

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[110] In certain circumstances government employment rights constitutes a property interest protected by due process.

The 14th Amendment was later ratified to expand this requirement to the states. Included in this due process clause is the right to present evidence and the right to call witnesses. Supreme Court case law has expanded the scope of these rights to include the course of one's employment.

Although Civil Service proceedings in Los Angeles County are considered administrative hearings as opposed to judicial proceedings, Civil Service rules state in part,

> "*Any relevant evidence shall be admitted if it is the sort of evidence on which responsible persons are accustomed to rely in the conduct of serious affairs…*"[111]

Additionally, because the Public Safety Officers' Procedural Bill of Rights Act, Cal. Gov't Code § 3300 et seq., provides an officer with protections similar to those provided criminal defendants by criminal law procedural and discovery rules, the appellate court is persuaded that Cal. Gov't Code § 3303(g)'s reference to reports and complaints provides officers with protections similar to those enjoyed by criminal defendants, including the rights to raw notes and tape-recorded statements of witnesses preserved by police department. [112]

In California Court of Appeal case *Hinrichs v. County of Orange*, the officer was entitled to discovery of any non-confidential reports or other documents created and collected by the Orange County Sheriff's Department in the course of investigating the officer's alleged misconduct.[113]

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[111] State of California Government Code §11513. https://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?sectionNum=11513.&lawCode=GOV

[112] *California Courts of Appeal. San Diego Police Officers Association v. City of San Diego (2002) 98 Cal. App. 4th 779.* https://law.justia.com/cases/california/court-of-appeal/4th/98/779.html

[113] *California Courts of Appeal. Hinrichs v. County of Orange (2004) 125 Cal. App. 4th 921.* https://casetext.com/case/hinrichs-v-county-of-orange

The *Hinrichs* court stated the Orange County Sheriff's Department's noncompliance with its statutory duty to disclose non-confidential reports was not a harmless error, where the officer specifically alleged that the Orange County Sheriff's Department had obtained a written statement from another officer stating that the accused officer's breath smelled only of medicine on the day in question, and the Orange County Sheriff's Department in its answer denied the allegation. As related to the Mandoyan case, Mandoyan was likely entitled to disclosure of Deputy [redacted] statements about the domestic violence allegations. Withholding this information may have violated Mandoyan's due process rights and limited his attorney's ability to present a comprehensive defense.

D. Sergeant [redacted] Role at the Civil Service Hearing

Sergeant [redacted] worked for the Department's Advocacy Unit and was assigned to litigate the Mandoyan Civil Service Hearing. Although not an attorney, Sergeant [redacted] responsibility was to function much like a prosecutor, representing the Department's purported interests during the hearing. The Mandoyan hearing was the first time Sergeant [redacted] represented the Department in a discharge case.

1. Sergeant [redacted] Withheld Exculpatory Information from Mandoyan's Counsel

Sergeant [redacted] did not disclose or provide Mandoyan's attorney with the exculpatory information obtained from Deputy [redacted] The audio recording of this critical interview, any notes, and/or reports believed to have been generated by Sergeant [redacted] have not been found.

Had this exculpatory evidence been submitted, Mandoyan's attorney would have had the opportunity to call Deputy [redacted] to appear as a witness to testify about what the Complainant told her regarding the alleged domestic

incident. The Hearing Officer would have been able to assess Deputy [redacted] first-hand conversation with the Complainant in determining the credibility of the Complainant.

Under any reasonable standard of objectivity and related Department policies, Sergeant [redacted] had an obligation to advise Mandoyan's attorney of Deputy [redacted] statements promptly; however, the information was never provided.

[redacted]

[114] Attachment 44, Internal Criminal Investigations Bureau Inquiry #[redacted] Interview of Deputy [redacted] June 21, 2019.

Harm To Ongoing Matter [redacted]

F. Nexus between Privacy [redacted] Statement and the Civil Service Hearing

Deputy Privacy [redacted] confirmed the date of her interview with Sergeant Privacy [redacted] was ***September 26, 2017***. This date was one day prior to the Complainant's cross-examination at the Civil Service Hearing. Depicted in Table 6 is a timeline of the Civil Service Hearing dates cross-indexed with the telephone interview with Deputy Privacy [redacted]

Timeline - Sergeant Privacy [redacted] Telephonic Interview of Privacy [redacted]

- **July 24, 2017** - Civil Service Hearing
- **July 25, 2017** - Civil Service Hearing
- **July 26, 2017** - Civil Service Hearing
- **September 26, 2017** - Privacy [redacted] provided telephonic statement to Privacy [redacted]. Complainant said: ***"I have not been hit, I have not been pushed. I would be the one to kick his ass."***
- **September 27, 2017** - Civil Service Hearing Complainant Testimony
- **September 28, 2017** - Privacy [redacted] Email to Executives Identifying Weaknesses in Case
- **September 29, 2017** - Civil Service Hearing
- **January 4, 2018** - Civil Service Decision

Table 6 Timeline of Sergeant Privacy [redacted] interview of Privacy [redacted]

G. OIG's Actions Regarding Privacy [redacted] Interview

On June 14, 2019, the Department sent a letter to Inspector General Priva [redacted] requesting a delay in the publication of the pending July 2019 OIG Report. The Department requested the delay due to a number of concerns the Department had with the accuracy of the Report's content.[115]

The Department was concerned about why the OIG draft report did not mention the existence of Deputy Privacy [redacted] ABC 7 news interview. In response, the OIG contacted the Department on June 17, 2019, to formally inquire about any information in the Department's possession related to Deputy Privacy [redacted] statements.[116] At the time of their request, the Department referred the Office of Inspector General to the original ABC 7 news story.[117]

The OIG Report's only reference to Deputy Privacy [redacted] statements was a footnote on page 23, which read in part:

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[115] Attachment 45, Letter to Inspector General Privacy [redacted] Re: "OIG Draft Report re: LASD/Caren 'Carl' Mandoyan Matter Proposed for Public Release June 14, 2019", June 14, 2019.

[116] Attachment 1, Office of Inspector General County of Los Angeles, Initial Implementation by the Los Angeles County Sheriff's Department of the Truth and Reconciliation Process, July 2019, p. 23, footnote 91.

[117] Attachment 26, Rehired LA Sheriff's deputy speaks out amid controversy: "My life has been ruined, it's been destroyed." ABC 7 Investigations. Miriam Hernandez and Lisa Bartley, March 30, 2019. https://abc7.com/rehired-la-sheriffs-deputy-speaks-out-amid-controversy/5226604/

> "The Office of Inspector General requested that the Department provide the Office of Inspector General with evidence of this interview. In response the Department provided a link to a March 30, 2019 ABC 7 newscast in which the witness was identified as [redacted] and a general denial that the Department had any recollection of such an interview or possessed evidence of the interview."

The Department's emailed response to the OIG regarding Deputy [redacted] statements was ***not*** a denial that it ever had possessed the [redacted] interview. Instead, the Department's email stated, "*Both the taped interview and report were 'lost' and never mentioned at civil service.*"[118]

H. Sergeant [redacted] Emailed Management Stating Her Concerns

On September 28, 2017, two days after interviewing Deputy [redacted] Sergeant [redacted] sent an email[119] to former Division Chief [redacted] and Constitutional Policing Advisor [redacted] In this email, she provided an update on the progress of the Mandoyan hearing and made numerous observations in which she assessed the credibility of the witnesses and the viability of the Department's position in the case. In this email, Sergeant [redacted] indicated the Department's case was extremely problematic, and the ruling by the Hearing Officer could go either way, in favor of the defendant or the Department. Some of the comments written by Sergeant [redacted] in the email were:

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[118] Attachment 43, Email subject: Channel 7 Mandoyan Interview, from: [redacted] to: [redacted] cc: [redacted] June 21, 2019 at 9:11 am.

[119] Attachment 46, Email subject: Mandoyan Update, from: [redacted] to: [redacted] cc: [redacted] [redacted] September 28, 2017 at 10:50 am.

1. Regarding the Complainant's Credibility:

- The Hearing Officer did "*not appear to be very impressed*" with the Complainant's testimony.
- Three Lieutenants and two Deputies testified to Mandoyan's outstanding performance and reputation as a Deputy Sheriff.
- Two of the Lieutenants who had supervised the Complainant "*testified very critically*" about the Complainant's character, "*describing her as a problem employee whom they don't trust and perceive as disloyal to the Department.*"
- The Complainant was very "*vague on dates and some facts.*"

2. Regarding the Alleged Domestic Incident:

From the Hearing Officer's comments, Sergeant [redacted] wrote "…*he is **not buying the Department's DV theory*** and has expressed concern that it's *an attempt by the Department to bolster* [120] *[Complainant's] credibility."*

3. Regarding the Alleged False Statements:

Sergeant [redacted] also wrote, *"As far as lying about the attempted entries into her apartment, I don't believe the Department has been able to meet its burden regarding Charge 4(b) and (d)." 120*

[120] Attachment 46, Email subject: Mandoyan Update, from: [redacted] to: [redacted] cc: [redacted] [redacted] September 28, 2017 at 10:50 am.

I. Reinstatement Versus Rehire

This OIG Report indicated the Department made statements in court filings that Mandoyan had been rehired rather than reinstated.[121] According to the OIG, the distinction between reinstating an employee as opposed to being rehired is significant.

Unlike a *reinstatement,* when *rehiring* an individual, the Department is permitted to revisit aspects of the applicant's fitness for rehire.

Elements of the rehiring process can include fitness or medical requalification and an updated background investigation. In the context of Mandoyan's rehiring, the OIG stated that in evaluating his fitness for duty, the Department should have considered statements Mandoyan made in a call between himself and the Complainant.

The OIG Report referenced noteworthy aspects of this call in a two-paragraph footnote in which the OIG makes two significant statements:

- The telephone call was recorded illegally by the Complainant, and because of this, the Hearing Officer advised the Department the formal record could not include the recording.
- California laws prevent the recording of calls without both parties giving consent, with specific exceptions for certain criminal investigations.

The OIG, in its report, did not indicate the call had been recorded illegally during an argument between the Complainant and Mandoyan. The Complainant only provided a portion of the telephone call to the Department.

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[121] Attachment 1, Office of Inspector General County of Los Angeles, Initial Implementation by the Los Angeles County Sheriff's Department of the Truth and Reconciliation Process, July 2019, p. 31.

The above statements by the OIG are accurate; however, additional context is required as to the laws and their significance to the call. Specifically:

- There are very few exceptions to surreptitiously recording a telephone call without someone's knowledge or consent. These exceptions did not apply to the telephone recording(s) made by the Complainant.
- The Complainant recorded this call ***almost 2½ years prior*** to her claim of an alleged domestic incident.
- In the Mandoyan case, there was no domestic violence exception because the District Attorney's Office did not charge him with domestic violence.
- The Complainant illegally recorded Mandoyan.

IX. Constitutional Policing Advisor Influences Mandoyan Case

In the Mandoyan case, the original intent for discipline was a 20 to 25 day suspension. When CPA [redacted] interjected herself, she ultimately recommended a disposition of termination. Below is a chronology of the events leading up to the August 12, 2016 Case Review Committee meeting:

DATE	EMAIL COMMUNICATIONS
July 25, 2016	The Internal Affairs Bureau administrative investigation was completed and sent to Chief [redacted] Mandoyan's Division Chief.
Aug 8, 2016 12:22 pm	**Commander** [redacted] sent an email to **Chief** [redacted] and **CPA** [redacted] with an attached document. [redacted] wrote: "*I have attached my initial thoughts regarding this case for review and discussion.*" The four-page document was titled "*Mandoyan Presentation*" and provided a brief synopsis of the allegations, statements, information, and potential implications. This document stated: ***"The recommended discipline is 20 Days."*** [122]
Aug 8, 2016 12:42 pm	**Commander** [redacted] sent another email with an attachment to **Chief** [redacted] and **CPA** [redacted] in which he wrote *"Updated version"*. The attachment had a similar synopsis which indicated: ***"The recommended discipline is 20 Days."***
Aug 8, 2016 2:54 pm	**OIG Attorney** [redacted] emailed **CPA** [redacted] asking what level of discipline the Department was seeking. CPA [redacted] responded: "*We are currently in discussions. It is a case I am monitoring.*"[123]

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[122] Attachment 47, Email subject: Mandoyan Presentation 080816, from: [redacted] to: [redacted] cc: [redacted] Attachments: Mandoyan Presentation 080816, August 8, 2016 at 12:25 pm.

[123] Attachment 48, Email subject: Re: Dispositions, from: [redacted] to: [redacted] August 8, 2016 at 3:04 pm.

DATE	EMAIL COMMUNICATIONS
Aug 8, 2016 6:20 pm	**Lieutenant** [redacted] sent an email to **Advocacy Unit** in which he wrote: *"I met with the Chief* [redacted] *Commander* [redacted] *and* [redacted] *about this case today. The Chief would like to see: Founded: General Behavior, Conduct Toward Others, Failure to Report, Family Violence. Unresolved: Dishonesty unless you see something different or something we aren't?"* [124]
Aug 11, 2016 10:18 am	The **Advocacy Unit** sent an email to **Lieutenant** [redacted] along with a revised disposition with the dishonesty charge as '***Founded.***'[125]
Aug 11, 2016 10:19 am	**Commander** [redacted] forwarded the same email to **CPA** [redacted] followed by **Chief** [redacted] at 10:20 am.[126]

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[124] Attachment 49, Email subject: Mandoyan Case, From [redacted] to: [redacted] cc: [redacted] Dated August 8, 2016 at 6:20 pm.

[125] Attachment 50, Email subject: fw [redacted] Mandoyan, from: [redacted] to: [redacted] cc: [redacted] Attachments: [redacted] Mandoyan Dispo Adv.docx, August 11, 2016, 10:18 am.

[126] Attachment 51, Email subject: fw [redacted] Mandoyan, from: [redacted] to: [redacted] August 11, 2016 at 10:19 am.

DATE	EMAIL COMMUNICATIONS
Aug 11, 2016 11:01 am	**CPA** [redacted] emailed **Commander** [redacted] *"Thanks for forwarding. I reviewed and provided some suggested redlined edits on the attached. Please advise if you are unable to see my edits/comments."* The revised document [redacted] attached to her email had minor edits; however, she added a comment in the margin near the dishonesty allegation section. The comment added to the document is below:[127] [128] **Commented** [redacted] If going for 25 days rather than discharge, this charge should be unresolved. If believe enough evidence to prove charge, recommendation should probably be discharge absent mitigating factors which do not appear to be present here.
Aug 11, 2016 11:22 am	**Commander** [redacted] sent **CPA** [redacted] an email which stated: *"Thanks for the quick review. The Chief and I concur with the recommended changes. I have also forwarded the revised Dispo Sheet to the advocacy for review and update."*[129]
Aug 11, 2016 11:28 am	Unaware Commander [redacted] and CPA [redacted] had already exchanged emails in which CPA [redacted] recommended changing the discipline to 'discharge', **Lieutenant** [redacted] emailed **Commander** [redacted] *"The dispo I sent Advocacy had the false statements as "Unresolved." I see Advocacy has it in there as founded. Apparently they feel his statements (or lack of) are strong enough to support the charges being founded. Which direction are you thinking?"*[130]

[127] Attachment 52, Disposition Sheet. p. 4.

[128] Attachment 53, Email subject: fw [redacted] Mandoyan from: [redacted] to: [redacted] Attachments: Mandoyan Dispo Adv.dt.docx, August 11, 2016, 11:01 am.

[129] Attachment 51, Email subject: fw: [redacted] Mandoyan, from: [redacted] to: [redacted] cc: [redacted] [redacted] [redacted] [redacted] Attachments: Mandoyan Dispo Adv.dt.docx, August 11, 2016 at 11:22 am.

[130] Attachment 54, Email subject: [redacted] Mandoyan, from: [redacted] to: [redacted] August 11, 2016 at 11:28 am.

DATE	EMAIL COMMUNICATIONS
Aug 9, 2019 9:26 am	**Lieutenant** [redacted] sent Advocacy Unit an email stating[131] *"Did you get to read the case? What are your guys thoughts on the honest of his statements in his interview. Are they strong enough to charge. [O]r is unresolved the best route to go?"*
Aug 11, 2016 11:48 am	**Commander** [redacted] replied to **Lieutenant** [redacted] with a one-word response: *"Unresolved"* (referring to Commander [redacted] desire to keep the findings regarding dishonesty as *unresolved*).[132]
Aug 11, 2016 11:50 am	**Lieutenant** [redacted] sent an email to the **Advocacy Unit** and copied **CPA** [redacted] and **Commander** [redacted] *"Chief* [redacted] *and Commander* [redacted] *would like the False Statement charge to be "**Unresolved**".*[133]

[131] Attachment 55, Email subject: Mandoyan Case, from: [redacted] to: [redacted] cc: [redacted] August 9, 2016 at 9:26 am.

[132] Attachment 54, Email subject: re: [redacted] Mandoyan Dispo Advocacy, from: [redacted] to: [redacted] August 11, 2016 at 11:48 am.

[133] Attachment 54, Email subject: fw: [redacted] Mandoyan Dispo Advocacy, from: [redacted] to: [redacted] cc: [redacted] August 11, 2016 at 11:50 am.

DATE	EMAIL COMMUNICATIONS
Aug 11, 2016 12:02 pm	**CPA** [redacted] sent an email to **Commander** [redacted] "*Hate to be **wishy-washy**, but I just reviewed the video again and it is clear he is trying to break in with the metal tool and is not using it to knock, i.e. it is clear he lied. I suspect the IG will bring this up at the Case Review. You may want to have two disposition worksheets ready, one with founded for false statements and one with unresolved. There is probably enough evidence to support the false statements. I think **the reason I was good with the 25 days and going unresolved** is because this is a messy case for which it will likely be difficult to convince a hearing officer that the deputy should be discharged. Having said that, his conduct does seem completely inappropriate and disturbing, particularly given the fact that he also tried to break in to* [redacted] *home. On the other hand (**more wishy washy-ness**),* [redacted] *may not make a very good witness. Ultimately, **I concur with whatever decision you decide to make – both ways to handle are reasonable**. I would recommend the Chief look at the videos of him trying to break into the house and contrast the videos with his statements about what he was doing.*"[134]
Aug 11, 2016 12:07 pm	**Commander** [redacted] sent an email to **Lieutenant** [redacted] and copied **CPA** [redacted] and **Chief** [redacted] He wrote: "*…Let's prepare two Dispo Sheets regarding the False Statements. One with the charge unresolved and one with the charge as founded…*"[135]

[134] Attachment 54, Email subject: fw: [redacted] Mandoyan Dispo Advocacy, from: [redacted] to: [redacted] August 11, 2016 at 12:02 pm.

[135] Attachment 56, Email subject: re: [redacted] Mandoyan Dispo Advocacy, from: [redacted] to: [redacted] cc: [redacted] August 11, 2016 at 12:07 pm.

DATE	EMAIL COMMUNICATIONS
Aug 11, 2016 12:08 pm	**Commander** [redacted] forwarded **CPA** [redacted] email to **Lieutenant** [redacted] and wrote: *"This is the reasoning behind my last email. The Chief and I agree."* [136]
Aug 11, 2016 12:15 pm	**Commander** [redacted] responded to **CPA** [redacted] and wrote: "*The Chief and I concur. We have directed Advocacy to prepare two functional Dispo Sheets.*" [137]
Aug 11, 2016 3:02 pm	**CPA** [redacted] sent an email to Office of Inspector General Attorneys [redacted] and [redacted] with a message which simply said *"FYI"*. Attached to the email was a single Case Disposition Sheet with a disposition designated as *"Discharge".* The email did not include the second disposition sheet reflecting a suspension of 25 days.[138]
Aug 12, 2016	At the Case Review Committee meeting, a memorandum was signed indicating Mandoyan was to be discharged. The Sheriff, two Assistant Sheriffs, and a Division Chief signed this memorandum.[139]

[136] Attachment 57, Email subject: fw: [redacted] Mandoyan Dispo Advocacy, from: [redacted] to: [redacted] August 11, 2016 at 12:08 pm.

[137] Attachment 54, Email subject: re: [redacted] Mandoyan Dispo Advocacy, from: [redacted] to: [redacted] August 11, 2016 at 12:15 pm.

[138] Attachment 58, Email subject: fw: Disposition, from: [redacted] to: [redacted] [redacted] Attachments: [redacted] Mandoyan Dispo Adv.-Final.docx, image001.jpg, August 11, 2016 at 3:02 pm.

[139] Attachment 59, Signed Disposition Sheet from former Chief [redacted] to former Internal Affairs Bureau Captain [redacted] recommending Discharge for Subject Mandoyan, August 12, 2016.

Harm To Ongoing Matter

[redacted]

Harm To Ongoing Matter

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Harm To Ongoing Matter

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Harm To Ongoing Matter

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Harm To Ongoing Matter [redacted]

XI. Sergeant [redacted] and the Management Decisions Policy

Advocacy Unit Sergeant [redacted] acted in the capacity of a prosecutor representing the interests of the Department in the Mandoyan Civil Service Hearing. On April 11, 2018, approximately eight months after the Mandoyan Civil Service Hearing, Sergeant [redacted] sent a three-page email to Lieutenant [redacted] who was the aide of former Professional Standards Division Chief [redacted] This email was titled *Involuntary Transfer.* In this email, Sergeant [redacted] indicated former Chief [redacted] was upset with her for voicing her opinion and pointing out weaknesses in an unrelated discharge case in March 2018. As a result, her email indicated former Chief [redacted] directed Lieutenant [redacted] to communicate to Sergeant [redacted] that she was *"no longer welcome at Advocacy"* and needed to find a new assignment. In her email, Sergeant [redacted] wrote such an involuntary transfer was punitive, even though statutes prohibit punitive transfers.[160]

Sergeant [redacted] email indicated when she refused to transfer out of the Advocacy Unit voluntarily, she was told by Lieutenant [redacted] that Chief [redacted] was *"not pleased"* with her response. Sergeant [redacted] indicated Lieutenant [redacted] was told to convey a message to her. Sergeant [redacted] believed the message indicated if she did not leave the Advocacy Unit, the Department would initiate two administrative investigations against her. In this email, Sergeant [redacted] wrote she considered this message as a *"threat"* from Chief [redacted][160]

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[160] Attachment 76, Email subject: Involuntary Transfer, from: [redacted] to: [redacted] April 11, 2018 at 3:22 pm, p. 2.

According to Sergeant [redacted] April 11, 2018 email, she was provided with a five-day notice of her involuntarily transfer out of the Advocacy Unit. She was told the move was occurring because she was not, *"Meeting performance expectations of Advocacy and* ***not supporting the Department****."* Sergeant [redacted] email included the following statement:[161]

> *"I also understand that I am merely a sergeant expressing an opinion based on my experience, and sometimes my opinions are disregarded by decision makers. Once a decision is made, I have always worked in support of the Department's decision."*

Sergeant [redacted] email offers a snapshot into the dynamics within the Professional Standards Division under the management of former Division Chief [redacted] In this case, once Sergeant [redacted] conveyed to executives potential weaknesses in an unrelated discharge case, she was almost immediately expelled from the unit and threatened with an administrative investigation(s). Numerous selected excerpts from Sergeant [redacted] email are listed below:[162]

1. "*On March 19, 2018 at approximately 9:30 AM, you called me into your office. You, Lt. [redacted] and I were present. You notified me that I am no longer welcome at Advocacy and need to find a new assignment. This was being directed by Chief [redacted] as a result of events at EFRC on 3/15/18.*"

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[161] Attachment 76, Email subject: Involuntary Transfer, from: [redacted] to: [redacted] April 11, 2018 at 3:22 pm, p. 2-3.

[162] Attachment 76, Email subject: Involuntary Transfer, from: [redacted] to: [redacted] April 11, 2018 at 3:22 pm, p. 1-3.

2. *".....Chief* [redacted] *condescending tone and confrontational demeanor toward me when I merely did my job as an Advocate and pointed out some potential weaknesses with the Department's case."*

3. "*You explained that Division would assist me in finding a new assignment, as Chief* [redacted] *has lost confidence in my judgment and no longer wants me working here.*"

4. "*I was not willing to voluntarily transfer out of Advocacy. I explained that this decision to move me is clearly punitive, and pointed out that POBRA [Peace Officer Bill of Right's] prohibits punitive transfers.*"

5. "*You told me that Chief* [redacted] *was not pleased with my response. Although she is not willing to transfer me against my will, she asked you to convey to me that two recent events* [redacted] *memo and EFRC incident) were still 'actionable' and you suggested that that might change my willingness to leave Advocacy. I understood 'actionable' to be a threat to open up administrative investigations should I not agree to leave. Since I have at all times been dedicated and loyal to the Department and have done absolutely nothing in violation of policy or the mission of the Department, I explained that my decision was unchanged.*"

6. "*......you once again called me into your office. You told me you were just going to 'cut to the chase.' You gave me a five day notice, informing me that I was being transferred to Employee Relations effective Tuesday. You explained that this move is based on a determination that I am not 'meeting performance expectations' of Advocacy and not supporting the Department.*"

7. "*A review of my performance record – the quantity and quality of my work – clearly contradicts such a conclusion. At all times I have been courageous and honest in pointing out weaknesses in cases to assist decision makers in arriving at the best possible decisions. I understand that to be my role as an Advocate. I have never acted unilaterally, and my expressed opinions for which I am now being criticized have been supported by others within Advocacy.*"

8. "*I also understand that I am merely a sergeant expressing an opinion based on my experience, and sometimes my opinions are disregarded by decision makers. Once a decision is made, I have always worked in support of the Department's decision.*"

Department investigators, and those who are involved in all aspects of the discipline process, must be objective and be given the latitude to make independent assessments of the evidence and facts. When executives or management intrudes upon this objectivity, the due process may be compromised. Manual of Policies and Procedures section '**3-01/030.14 Management Decisions**' had the potential to negatively impact this due process.

XII. The OIG Supports the Management Decisions Policy

In their August 2019 report titled Los Angeles County Sheriff's Department Compliance with Transparency Law,[163] the OIG wrote:

> *"MPP 3-01/030.14 Management Decisions had already been implemented by the Department. This prohibited department* ***executives*** *from undermining lawful decisions of the Department and from intervening in matters which were outside of the intervening executive's responsibility."*

The earlier referenced statement by the OIG indicated MPP 3-01/030.14[164] only applied to Department executives. Although the first few paragraphs reference Department executives, paragraph seven references all employees, as indicated below:

> *"…It is a violation of this section and of section 3-01/030.37 of this manual and subjects the* ***employee*** *to discipline, to intervene in a matter outside one's responsibility. This includes, but is not limited to: assisting any employee in an attempt to circumvent discipline by providing testimony on behalf of the employee at any administrative hearing or proceeding…"*

While the first few paragraphs of this policy may conform with commonly accepted standards of conduct for executives in any organization, it is unclear why the Department would put in place, a policy that seemingly prevents any employee from a basic right to due process. These basic rights include

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[163] Attachment 73, Office of Inspector General County of Los Angeles, Los Angeles County Sheriff's Department Compliance with Transparency Law, August 2019, p. 7.

[164] Attachment 74, Los Angeles County Sheriff's Department Manual of Policy and Procedures, 3-01/030.14 (Rescinded January 2019) Management Decisions, p. 1-2.

testifying on someone's behalf or providing their opinion on the validity of evidence.

XIII. OIG Questions the Panel's Timeline

The Office of Inspector General Report incorporated a section titled *The Truth and Reconciliation Process.* This section of the Report focused on the timeline and presumed methodology the ad hoc Case Review Panel employed in making their determinations regarding the Mandoyan case.

The OIG Report stated the [Case Review] process took a mere 25 days (inclusive of weekends and a holiday) to analyze the Mandoyan case, while the original Mandoyan investigation took approximately an entire year.[165] Various excerpts from the OIG Report focusing on the Case Review Panel's timeline are listed below:[166]

- "*...an investigation and administrative review process spanned over 14 months." An almost 500-page Internal Affairs Investigation file...14 taped and transcribed interviews.*"
- "*In approximately 25 days, the Truth & Reconciliation Panel overturned a year-long process involving hundreds of pages of interviews, documents and other exhibits...*"
- "*...this is a very short time frame within which to conduct a full and thorough review of the prior administrative process...*"

[165] Attachment 1, Office of Inspector General County of Los Angeles, Initial Implementation by the Los Angeles County Sheriff's Department of the Truth and Reconciliation Process, July 2019, p. 20.
[166] Attachment 1, Office of Inspector General County of Los Angeles, Initial Implementation by the Los Angeles County Sheriff's Department of the Truth and Reconciliation Process, July 2019, p. 8, 17-20.

- "*Historically, the LASD struggled to make evidence-based discipline decisions rapidly.*"

Given the volume of documents and other evidence in the Mandoyan case file, combined with the *"over a year-long administrative process…",* the OIG Report inferred the 25 days it took the Panel to complete its review of the case was insufficient.[167]

A more in-depth analysis of the facts presents a different perspective. The study concluded the Case Review Panel took an appropriate amount of time in its analysis and decision-making process.

A. Timeline for the Department's Administrative Investigation

Although the Office of Inspector General Report referenced the investigation and subsequent administrative review taking "…*over 14 months,"* [168] a detailed review of the timeline in the Mandoyan case depicts a different story.

It appears the Office of Inspector General conflated the El Segundo Police Department's criminal investigation with the Department's administrative investigation. As previously indicated, pursuant to Los Angeles County Sheriff's Department policies, if initiating a criminal investigation, an administrative investigation is not typically opened until **after** the criminal investigation has been concluded (including the judicial phase if resulting criminal charges are filed).

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[167] The Office of Inspector General's Report also addressed the legality of the Department entering into a settlement agreement with Subject Mandoyan along with his reinstatement. As these matters are currently the subject of litigation, they are not addressed herein.

[168] Attachment 1, Office of Inspector General County of Los Angles, Initial Implementation by the Los Angeles County Sheriff's Department of the Truth and Reconciliation Process, July 2019, p. 8.

B. Timeline for the Department's Executive Deliberation Process

Between July and September 2015, the Mandoyan case was investigated by the El Segundo Police Department and subsequently submitted to the District Attorney's Office for filing consideration. The El Segundo Police Department's criminal investigation took place between July 14, 2015, and September 8, 2015, totaling **56** days. On or about **September 8, 2015**, the District Attorney's Office prepared a Charge Evaluation Worksheet[169] stating there will be no criminal charges filed against Mandoyan based on a lack of sufficient evidence to prove the allegations beyond a reasonable doubt.[170] On the same day, **September 8, 2015**, the Department opened an administrative investigation case into the Mandoyan matter.

According to the Internal Affairs Bureau Investigator's Log of the Mandoyan case,[171] the *department knowledge date* was identified as **June 23, 2015,** and the Department completed the administrative investigation on **July 25, 2016.** The one-year, or *statute date,*[172] was identified as **August 16, 2016.**[173]

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[169] The Charge Evaluation Worksheet listed Priva PC as the charge.

[170] Attachment 9, Los Angeles County District Attorney Charge Evaluation Worksheet regarding Case Number Privacy The document was signed by Complaint Deputy Privacy September 8, 2015.

[171] Attachment 38, Internal Affairs Bureau Investigator's Log, p. 1.

[172] Under the POBR, in order to impose any discipline against a sworn peace officer, the employing agency (Department) must impose discipline within one year, starting from the date the department or agency first became notified or aware of the misconduct. This period is known within the Department as the 'statute date'.

[173] This date took into account a 57-day 'tolling' period during which time the El Segundo Police Department and the Los Angeles County District Attorney's Office were reviewing the matter with respect to potential criminal violations.

The period between June 23, 2015, and July 25, 2016, encompassed a total of **398** days. Excluding the dates of the criminal investigation, this places the duration of the Department's investigation at **342** days.

The above information establishes the actual investigation length. The time the investigator actually worked on the Mandoyan case was only 34 days and **not** one year as expressed in the OIG Report. Approximately 90% of the 342 days the investigation was open, no investigators worked on the case due to other priority cases.[174]

In 2016, at the Case Review Committee meeting, the Department originally took **18** days to review, deliberate, and ultimately decide to discharge Mandoyan. In contrast, and as stated by the OIG, the ad-hoc Case Review Panel took **25** days to conduct their 2018 analysis and determine what the Panel believed to be appropriate discipline.

When examining this comprehensive timeline, it seems reasonable to conclude the 2018 Case Review Panel took an appropriate amount of time to conduct a thorough review. Below is a listing of key dates and events in the administrative investigation process:

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[174] This is not a unique situation and no inference whatsoever should be drawn relative to the investigator's diligence. The investigator was not consulted with in preparation of this report. The Department's Internal Affairs Bureau investigators carry significant caseloads and their cases are often prioritized based on emergent conditions, political implications, statute deadlines, etc.

MANDOYAN CASE - INVESTIGATIVE TIMETABLE			
Event	**Start**	**End**	**Total Days**
ORIGINATION			
Department Received & Evaluated POE Claim	6/23/2015	7/15/2015	22
El Segundo PD Criminal Investigation	7/14/2015	9/8/2015	56
Department Opened Administrative Investigation	9/8/2015	11/2/2015	55
Investigator Received File (worked other cases)	11/2/2015	6/21/2016	232
INVESTIGATION			
Investigation Commenced / Completed	6/21/2016	7/25/2016	**34**
INITIAL DISPOSITION - CASE REVIEW COMMITTEE			
Division Chief Received Case and made preliminary determination, Case Review Committee final determination	7/25/2016	8/12/2016	**18**
CASE REVIEW PANEL - REVIEW			
Truth and Reconciliation Panel Process	12/3/2018	12/28/2018	**25**

Table 7 Summary of Mandoyan Case Timeline

Public Release Version - Confidential Material Redacted [redacted]

Harm To Ongoing Matter

[redacted]

Public Release Version - Confidential Material Redacted

[redacted]

Harm To Ongoing Matter

[redacted]

Public Release Version - Confidential Material Redacted
[redacted]
Harm To Ongoing Matter
[redacted]

Public Release Version - Confidential Material Redacted [redacted]

Harm To Ongoing Matter [redacted]

XV. Conclusion

The decision to reinstate Mandoyan encompassed a detailed analysis of the case, which is further corroborated by newly discovered exculpatory information, as identified in this report. This new information would have strengthened and even further affirmed the ad hoc Case Review Panel's decision making process. If this new information had been made available during the original Case Review Panel meeting, held on August 12, 2016, Mandoyan may not have been terminated. Additionally, if this newly discovered exculpatory information had been presented during Mandoyan's Civil Service proceedings, the Hearing Officer may have reinstated him as a Deputy Sheriff. Some of the newly discovered exculpatory information includes, but is not limited to, the following:

1. At the time of the Case Review Committee decision, a Department policy existed preventing employees, under specific circumstances, from assisting another employee with their criminal or administrative investigation (Repealed MPP 3-01/030.14).
2. The Mandoyan case was originally prepared as a *Non-Discharge case.*
3. CPA Privacy wrote an email to Commander Privacy describing herself as *wishy-washy* regarding the discipline in the Mandoyan case.
4. Commander Privacy forwarded CPA Privacy *wishy-washy* email and wrote: "*This is the reasoning behind my last email. The Chief and I agree.*" This email was related to maintaining the False Statements allegation as *Unresolved.*
5. The original proposed discipline was for a suspension of 20 days. It was later amended to reflect a suspension of 25 days, then, ultimately, a disposition of termination.
6. Regarding the allegation of false statements, CPA Privacy wrote, *"I was good with the 25 days and going unresolved."*

7. CPA [redacted] sent an email regarding the decision to terminate or give a 25-day suspension. She wrote: *"I concur with whatever decision you decide to make – both ways are reasonable."*

8. Lieutenant [redacted] sent an email stating: *"Chief* [redacted] *and Commander* [redacted] *would like the False Statement charge to (reflect) Unresolved."*

9. The day before the Case Review Panel hearing, CPA [redacted] added a comment to the disposition sheet indicating Mandoyan should be discharged for false statements.

10. Deputy [redacted] told Sergeant [redacted] the Complainant had stated: *"I have not been hit, I have not been pushed. I would be the one who would kick his [Mandoyan's] ass."*

11. During the Civil Service Hearing, Sergeant [redacted] sent an email to Department managers indicating the Hearing Officer was *"not buying the Department's DV theory."*

12. During the Civil Service Hearing, Sergeant [redacted] sent an email stating, "*I don't believe the Department has been able to meet its burden*" regarding the false statements allegation.

Harm To Ongoing Matter [redacted]

14. Months after the Mandoyan Civil Service Hearing, the prosecuting Sergeant believed she had been threatened with an administrative investigation because she voiced her concerns on the weaknesses of an unrelated discipline case.

15. The Complainant did not report the allegation of a domestic incident until 10½ months after the incident allegedly occurred, limiting and calling into question potential evidence.

16. Mandoyan was never charged by the Los Angeles County District Attorney's Office for any criminal misconduct.

The totality of information in this report provides an in-depth view of the circumstances, facts, and Department culture during the time period surrounding the Mandoyan case. The significant amount of exculpatory information referenced in this report has identified evidence which could have had a significant impact on the adjudication process of this case. This exculpatory information may have provided critical insight during each of the previous decision making milestones. Although this report has presented factual information related to one particular case, this report's ultimate value was in exposing systemic issues within the investigative and disciplinary processes of the Department.

CASE ANALYSIS REPORT

Attachment 1



Initial Implementation by the Los Angeles County Sheriff's Department of the Truth and Reconciliation Process

July 2019

TABLE OF CONTENTS

Introduction

On December 3, 2018, Sheriff Alex Villanueva was sworn into office as the 33rd Sheriff of Los Angeles County. Sheriff Villanueva was elected on a campaign platform promising wide-ranging reforms for the Los Angeles County Sheriff's Department (Department). One of the prominent reforms championed by then-candidate Alex Villanueva was the creation of a "Truth and Reconciliation" process, broadly defined as one that would empower the Department to revisit previous discipline-related personnel actions to ensure the results were just.[1]

Soon after his successful election, Sheriff Villanueva reaffirmed his plan to create a "Truth and Reconciliation" process that would allow deputies, including those who were previously discharged, to address personnel actions they believed were unfair.[2] In response to those statements and pursuant to his oversight duties the Inspector General made a formal request to the Sheriff on December 4, 2018, that the Office of Inspector General (OIG) be notified of any action by the Department on Truth and Reconciliation so the OIG could monitor and report on the process.[3] The Department did not respond to that request.

Shortly after the election, the OIG began to gather information regarding the Truth and Reconciliation process in an effort to monitor and evaluate the process to ensure it was evidence-based and in keeping with generally accepted disciplinary practices.

On January 4, 2019, the OIG learned through our routine monitoring of internal administrative cases that the Department had reinstated Deputy Caren Mandoyan (Mandoyan). The

[1] The campaign also claimed the process would be applied to citizens who might have been wrongfully prosecuted. To date the Office of Inspector General is aware of no efforts by the Department to absolve the wrongfully convicted. That aspect of the process is not the subject of this report. See, *New Sheriff Vows Era of Change*; *At his swearing-in, Villanueva seeks to reassure immigrants*. Maya Lau, Los Angeles Times, Metro Desk, California, Part B, p. 1, December 4, 2018.

[2] See, *New Sheriff Vows Era of Change*; *At his swearing-in, Villanueva seeks to reassure immigrants*. Maya Lau, Los Angeles Times, Metro Desk, California, Part B, p. 1, December 4, 2018. See also, *Recent sheriff reforms feared at risk; Concerns are growing that when Villanueva takes office, he could relax rules put in place after jail scandal*, Maya Lau, Los Angeles Times, Metro Desk, Main News, Part A, p. 1, November 28, 2018.

[3] Exhibit 7, OIG Letter to Sheriff Villanueva, dated December 4, 2018, that was hand delivered to the Department. The letter from Inspector General Max Huntsman to Sheriff Alex Villanueva requested, among other things, the names of the members of the Truth and Reconciliation committee and advance notice of the committee's meetings so that the OIG could monitor on the process and report on it [as the OIG has done with other Department case reviews]. Pursuant to section 6.44.190 of the Los Angeles County Code, the OIG provides "comprehensive oversight, monitoring of, and reporting about the Sheriff's Department and its jail facilities." The OIG's oversight duties include monitoring the Department's employee discipline process.

Department neither advised the OIG that the reinstatement of Mandoyan was being considered or that it had been accomplished.

Sheriff Villanueva publicly described the process used to reinstate Mandoyan as "pretty much what the Truth and Reconciliation process is."[4] The Department had discharged Mandoyan in 2016, finding that he had been in a dating relationship with the victim,[5] and during that relationship had engaged in domestic violence, had attempted to break into the victim's apartment, and had stalked her. The Department also found that Mandoyan was untruthful in an Internal Affairs Bureau (IAB) investigation into those events. Because of the nature and seriousness of the allegations that led to Mandoyan's discharge, the Department's decision to reinstate Mandoyan was of great public interest.

On February 13, 2019, the OIG sent a letter to Sheriff Villanueva requesting a list of Department members whose cases were being reevaluated.[6] The Department did not respond to that request.

This report constitutes a review of the Truth and Reconciliation process[7] as implemented in the Mandoyan case and an analysis of Sheriff Villanueva's criticisms of the administrative investigation and Civil Service process that resulted in Mandoyan's discharge. In preparing this report, the OIG met with senior Department staff, assessed information gathered by the Department's administrative investigation, reviewed the Civil Service proceedings, and analyzed available documents that were created in the lead up to Mandoyan's reinstatement. This report initially included matters not in the public record. LASD objected to the inclusion of that material as "investigative" and so, although this Office does not concur in that description, it

[4] Exhibit 8, Partial Transcript of Sheriff's Comments to the Civilian Oversight Committee on January 22, 2019, pp. 29-30.

[5] The individual with whom Mandoyan had a romantic relationship with was identified as "victim" in the El Segundo Police Report No. #15-1659, wherein she described many of the incidents that eventually became the basis for the Department's disciplinary actions against Mandoyan.

[6] Exhibit 9, OIG Letter to Sheriff Villanueva, dated February 13, 2019, requesting a list of the Department members whose cases were being re-evaluated.

[7] In the Department's internal memorandum, the Department refers to the panel that considered the Mandoyan case as the "Truth and Reconciliation Panel." (*See* Exhibit 26, pp. 6-13, *Truth and Reconciliation Panel Review of IAB IV#2383392, Deputy Caren Mondoyan (sic) Matter,* dated December 27, 2018, and Exhibit 29, *Declaration of Mary Wickham in Support of Petitioner/Plaintiff County of Los Angeles' Ex Parte Application for Temporary Restraining Order and Order to Show Cause*, filed on March 4, 2019 under case number 19STCP00630. But in a January 30, 2019 press conference made after the news of Mandoyan's discipline came to light, Chief Steven Gross called the Panel an "ad hoc committee.")
Since the Department in its internal reports called the members who reviewed the case the "Truth and Reconciliation Panel," for the sake of clarity, in this report, we will be using the term "Truth and Reconciliation Panel" to describe the Panel members who reviewed the case, and the "Truth and Reconciliation Process" as the process that this Panel used to reach their conclusions.

has been excised.[8] Were the additional records to have been included, we do not believe they would contradict the public record or shift the weight of the evidence collected by LASD.

The results of OIG's review are as follows:

(1) Substantial evidence exists in support of the Civil Service Commission's holding to sustain Mandoyan's discharge;

(2) A November 30, 2018 e-mail from Chief Alicia Ault to the in-coming Chief-of-Staff Lawrence Del Mese suggests that the current administration's efforts to reinstate or re-hire Mandoyan began well before his case was evaluated by the Truth and Reconciliation Panel;

(3) The Truth and Reconciliation process implemented by the Department to summarize and re-analyze the findings in the Mandoyan case was accomplished in an extremely short time period given the size of the record and complexity of the case;

(4) The December 28, 2018 settlement agreement between the Department and Mandoyan wherein Mandoyan would dismiss his civil cases against the County, his discipline would be reduced to a 12-day suspension, and he would be reinstated with back pay, may be invalid;[9]

(5) OIG staff did not identify evidence suggesting that the original discipline process was prejudiced against Mandoyan. The current Sheriff's various criticisms of the process used to discharge Mandoyan echo those made by Mandoyan's counsel at the Civil Service Hearing and were rejected by both the Civil Service Commission hearing officer and by the Civil Service Commission. Moreover, a disposition memorandum by the Truth and Reconciliation Panel makes no mention of due process violations, a biased Department investigation, or the hiding of exculpatory evidence in the Panel's analysis and recommendation that Mandoyan be reinstated; and

(6) Available information regarding the Truth and Reconciliation process, primarily in the form of a disposition memorandum, strongly suggests that key pieces of evidence regarding Mandoyan's actions may not have been considered by the current Sheriff and/or his Panel designees.

[8] LASD also objected to the release of this report in any form, given that there is pending litigation regarding the Mandoyan rehiring. However, this Office is aware of no legal basis to suspend oversight functions because of the existence of civil litigation. Government Code section 25303 prohibits interference in the investigative function of LASD, not civil litigation, while County Code 6.44.190(F) directs the Inspector General to report on LASD disciplinary decisions and subsection (K) specifically excludes matters of public record from the ordinance's confidentiality restrictions. California has recently amended Penal Code section 832.7 to make public cases such as this one and the decision of LASD to rehire a person fired for dishonesty is of significant and immediate public interest. In any event, this Office is aware of no reason why an analysis of the Truth and Reconciliation process would interfere with litigation regarding the relative authority of various public officials.

[9] Issues relating to the authority of the Sheriff in pending legal matters are being litigated between County Counsel and the Sheriff and this Office takes no position on them beyond noting the issue and the factual basis for it.

I. Facts of the Mandoyan Case

Caren Mandoyan (Mandoyan) was discharged from the Department on September 14, 2016. The discharge was the end-result of an administrative process that investigated and reached evidence-based conclusions on allegations that Mandoyan had engaged in domestic violence against the victim, had attempted to break into the victim's apartment, had stalked and sent her unwanted text messages, and had made false statements during an Internal Affairs interview. The OIG reviewed the administrative case file under IAB Case No. IV2383392, an Addendum to IAB Case No. IV2383392 and also the Civil Service Hearing transcripts and the Civil Service Commission documents under Case No. 16-276, which were obtained by the Los Angeles Times pursuant to a Public Records Act request to the Civil Service Commission. A timeline of the underlying incidents, investigation, and Civil Service process, which span nearly three years, is provided in **Exhibit 1**. A summary of the key events regarding both the allegations and conclusions that led to Mandoyan's discharge is detailed below.

Mandoyan was initially hired as a reserve deputy in 2000. He became a full-time Deputy Sheriff in 2006. He was assigned to the West Hollywood Station from February 2007 to February 2013, serving as a training officer since 2009. Mandoyan met the victim at the West Hollywood Station where they were both assigned as deputies. At the time, the victim was training to be a patrol deputy and Mandoyan was assigned as the victim's training officer to help her to successfully complete patrol training.

At some point after completing patrol training, the victim and Mandoyan began a romantic relationship. In February 2013, Mandoyan transferred to the South Los Angeles Station. Around that same time, the victim took leave for approximately five to six months. After the victim returned to work, she became "engulfed with work and with the folks at work" and Mandoyan suspected she was "cheating."[10] According to the victim, Mandoyan became very controlling, demanding that she not attend station briefings, not talk to her partners, not talk to her cousins, and not assist her partners on calls. The victim stated that Mandoyan would call several times during her work shift and ask with whom she had spoken.[11]

By December 2013, Mandoyan and the victim had been dating for approximately a year. The victim stated that Mandoyan's behavior caused her to feel "suffocated" and "overwhelmed."

[10] Exhibit 3, Redacted Caren Mandoyan's Internal Affairs interview, produced pursuant to the Los Angeles Times' PRA request, p. 9. Pursuant to a Public Records Act (PRA) request from the Los Angeles Times, the Civil Service Commission (CSC) produced the redacted copies of the CSC records related to the Mandoyan case. This exhibit was part of the redacted CSC records produced pursuant to the PRA request by the Los Angeles Times.

[11] Exhibit 39, Redacted Civil Service Hearing Transcript, July 26, 2017, produced pursuant to the Los Angeles Times' PRA request, pp. 70-72.

She characterized their relationship as "hostile." The victim stated that Mandoyan would call her names like “bitch,” “whore,” “slut” and “cunt” because she had dated other Department members before dating him.[12]

The victim stated she tried to break up with Mandoyan on multiple occasions, but he insisted they work on their relationship instead of ending it. The victim stated she felt “trapped” because Mandoyan told her that he was a “Reaper”[13] and had influence with people highly placed in the Department. She stated Mandoyan had threatened to affect her father’s job[14] and her job, so there was no chance for there to be a clean break. The victim understood the “Reaper” comment to mean that Mandoyan had friends who were Reapers, who held “higher positions” within the Department, and who could “make anything happen.”[15]

According to the victim, the relationship ultimately deteriorated to the point that Mandoyan physically assaulted her. The victim reported that on or about September 1, 2014, Mandoyan verbally and physically abused her after she tried to retrieve a mobile phone he had taken from her. In response, Mandoyan grabbed her by her neck, and pushed her to the couch and began to choke her. Mandoyan appeared to be in a “blackout rage” and said, "Look what you're making me do. Look what you're making me do.”[16] The victim was unable to breathe and believed she might die. She kicked at Mandoyan to get him off her and was able to free herself. At some point in the struggle, Mandoyan ripped the victim’s jeans. She ran to her bedroom and tried to lock the door, but Mandoyan blocked the door with his foot, causing damage to the bottom corner of the door. Mandoyan entered the bedroom, went to her closet, and ripped her clothes. The victim repeatedly told Mandoyan to leave and he finally complied.[17]

[12] Ibid, pp. 77, 167-168.

[13] The “Reapers” are a deputy secret society, which is believed to have originated at the South Los Angeles Station. According to the victim, Mandoyan has a Reaper tattoo on the inside of his ankle. See Exhibit 39, Redacted Civil Service Hearing Transcript, July 26, 2017, produced pursuant to the Los Angeles Times’ PRA request, pp. 79-82. See also, *Deputy reinstated by Sheriff Villanueva admitted to having tattoo linked to secret society*, Maya Lau, Matt Stiles, Los Angeles Times, Home Edition, March 28, 2019, Part A; Pg. 1. https://www.latimes.com/local/lanow/la-me-sheriff-mandoyan-tattoo-20190328-story.html.

[14] The victim’s father is a deputy in the Department. *See* Exhibit 39, Redacted Civil Service Hearing Transcript, July 26, 2017, produced pursuant to the Los Angeles Times’ PRA request, p. 77, lines 18-20; p. 162, lines 7-12.

[15] Exhibit 39, Redacted Civil Service Hearing Transcript, July 26, 2017, produced pursuant to the Los Angeles Times’ PRA request, p. 79.

[16] Exhibit 5, Redacted victim’s El Segundo Police Department interview produced pursuant to the Los Angeles Times’ PRA request, pp. 9-10.

[17] Exhibit 6, Redacted victim Internal Affairs interview produced pursuant to the Los Angeles Times’ PRA request, pp. 28-33; Exhibit 39, Redacted Civil Service Hearing Transcript, July 26, 2017, produced pursuant to the Los Angeles Times’ PRA request, pp. 156-158; Exhibit 42, Redacted El Segundo Police Department reports produced pursuant to the Los Angeles Times’ PRA request.

The victim and a friend reported that she discussed these events with the friend the night of the incident. A few days after the incident she showed the friend the damaged door and the bruising to her neck. The victim and deputies with whom she later worked reported she discussed these events with them prior to her reporting Mandoyan's conduct to the El Segundo Police Department. In July 2015, she reported these and other events to the El Segundo Police Department. She also reported that she took photos of the bruising to her neck and arms from the incident, and of the damage to her bedroom door caused by Mandoyan.[18]

According to Mandoyan, nothing physical occurred with the victim that night. He stated the damage to the victim's bedroom door happened when a cat toy got wedged into the door when the victim was vacuuming.[19]

By December 2014, the victim and Mandoyan had ended their romantic relationship; yet, they continued to have contact with each other. On or about December 27, 2014, the victim was inside her apartment, when she heard noises outside her window and door. She realized that Mandoyan was outside on her apartment patio trying to pry open her locked sliding glass door.[20] She recorded three videos of Mandoyan's actions,[21] one of which shows Mandoyan crouched at the victim's sliding glass door using a metal object to manipulate the bottom of the door.[22]

The victim reported that another incident occurred at her apartment in the early morning hours of January 26, 2015. The victim was home, with a locked front door. Mandoyan went to the apartment and began pounding loudly on her security door. He then went around to her back patio and began making noises and talking to the victim through her sliding glass door.[23] Mandoyan left the sliding glass door and opened her bathroom window.[24] The victim made a series of videos of this night. [25] A video filmed from inside the victim's darkened bathroom

[18] Exhibit 10, Photographs of injuries to victim, produced pursuant to the Los Angeles Times' PRA request; Exhibit 11, Photographs of damage to bedroom door, produced pursuant to the Los Angeles Times' PRA request.
[19] Exhibit 3, Redacted Caren Mandoyan Internal Affairs interview produced pursuant to the Los Angeles Times' PRA request, pp. 18 and 57; Exhibit 11, Photographs of damage to bedroom door, produced pursuant to the Los Angeles Times' PRA request.
[20] Exhibit 39, Redacted Civil Service Hearing Transcript, July 26, 2017, produced pursuant to the Los Angeles Times' PRA request, p. 174.
[21] Ibid.
[22] [Celeste Fremon] (2019, April 1). *Mandoyan video – IMG 0702* [Video File]. Retrieved from https://www.youtube.com/watch?v=TNJx4vyez98.
[23] Exhibit 39, Redacted Civil Service Hearing Transcript, July 26, 2017, produced pursuant to the Los Angeles Times' PRA request, p. 182, lines 3-15.
[24] Ibid, pp. 179-180, 182, lines 3-13.
[25] Exhibit 39, Redacted Civil Service Hearing Transcript, July 26, 2017, produced pursuant to the Los Angeles Times' PRA request, p. 179, lines 12-16.

shows a faintly-seen window being pushed open by a backlit hand.[26] The victim is heard saying, "Get the fuck out of my house, Caren! Get out! Stop, dude!" as Mandoyan can be heard telling her to come outside.[27] The victim then says, “I'm calling the cops."[28] The victim testified at the Civil Service Hearing that as Mandoyan began to enter her bathroom window, he threw toiletry items on her windowsill at her.[29]

The victim testified that she did not call the police about these incidents because she did not want to get law enforcement involved and did not want Mandoyan to lose his job. She just wanted to move on with her life.[30] However, the conflict between the victim and Mandoyan appeared to continue in the form of both in-person conversations and what the victim believed to be harassing anonymous text messages from Mandoyan.

On or about June 21, 2015, the victim met with Mandoyan at her apartment to get him to stop sending her these harassing messages. Shortly after that conversation, an acquaintance contacted the victim and told her that Mandoyan had been following the victim. The victim believed Mandoyan would not change his behavior. As a result, she reported Mandoyan’s behavior to her supervisor.[31] The anonymous texts to the victim stopped after she made this report to her supervisor.[32]

The victim’s supervisor submitted a report to the Department’s Policy of Equity Intake Unit.[33] Department personnel from the Equity Intake Unit assessed the allegations and determined that Mandoyan may have committed criminal acts. The victim was subsequently advised by the Department that she needed to report the potential criminal acts to the ESPD.

[26] [Celeste Fremon] (2019, April 1). *Mandoyan video – IMG 0781* [Video File]. Retrieved from https://www.youtube.com/watch?v=rzY4wbQy0n0.

[27] [Celeste Fremon] (2019, April 1). *Mandoyan video – IMG 0781* [Video File]. Retrieved from https://www.youtube.com/watch?v=rzY4wbQy0n0; [Celeste Fremon] (2019, April 1). *Mandoyan video – IMG 0783* [Video File]. Retrieved from https://www.youtube.com/watch?v=So6jZK6yBUc.

[28] Ibid.

[29] Exhibit 5, Redacted victim’s El Segundo Police Department interview produced pursuant to the Los Angeles Times’ PRA request, p. 16; Exhibit 6, Redacted victim Internal Affairs interview produced pursuant to the Los Angeles Times’ PRA request, p. 85; Exhibit 39, Redacted Civil Service Hearing Transcript, July 26, 2017, produced pursuant to the Los Angeles Times’ PRA request, p. 189, lines. 10-14.

[30] Exhibit 39, Redacted Civil Service Hearing Transcript, July 26, 2017, pp. 162-163, 178, 190-191.

[31] Exhibit 39, Redacted Civil Service Hearing Transcript, July 26, 2017, produced pursuant to the Los Angeles Times’ PRA request, pp. 209-210: Exhibit 21, Redacted and incomplete “Policy of Equality (sic) Report/Notification” Form dated June 23, 2015, produced pursuant to the Los Angeles Times’ PRA request.

[32] Exhibit 39, Redacted Civil Service Hearing Transcript, July 26, 2017, produced pursuant to the Los Angeles Times’ PRA request, p. 211, lines. 2-4.

[33] Exhibit 21, Redacted and incomplete “Policy of Equality (sic) Report/Notification Form” dated June 23, 2015, produced pursuant to the Los Angeles Times’ PRA request.

On July 10, 2015, the Department relieved Mandoyan of duty. On July 14, 2015, the victim obtained a temporary restraining order against Mandoyan and reported the matter to the ESPD.[34] On July 29, 2015, a mutual stay-away agreement was executed by both parties,[35] and the temporary restraining order was allowed to lapse. After the victim's report to the ESPD, an ESPD detective conducted a follow-up interview of the victim. Thereafter, under ESPD report number 15-1659, Mandoyan was listed as a criminal suspect for stalking, a violation of Penal Code section 646.9(a), and domestic violence, a violation of Penal Code section 273.5(a). On September 8, 2015, the ESPD presented its case to the Los Angeles County District Attorney's Office (LADA). The LADA declined to file charges against Mandoyan, stating there was insufficient evidence to prove beyond a reasonable doubt that domestic violence had occurred.

After the LADA's declination and the Department's administrative investigation, Mandoyan was discharged from the Department on September 14, 2016.

II. Department's Investigation and Administrative Review of Mandoyan

Mandoyan's discharge was the culmination of an investigation and administrative review process that spanned over 14 months. An almost 500-page Internal Affairs investigation file contained the ESPD investigation, 14 audio taped and transcribed interviews, investigative summaries and logs, video evidence, and other evidentiary exhibits.

The OIG's review of the Internal Affairs investigation did not uncover any evidence calling into question the integrity of the administrative process. The statements of multiple witnesses corroborated the victim's specific allegations of domestic violence and stalking, as well as her general allegations of Mandoyan's jealous and controlling behavior. Video evidence directly contradicted Mandoyan's statements in which he denied attempting to break into the victim's residence, which substantiated the false statements allegation against him. A summary of the evidence which supports the allegations against Mandoyan is set forth in **Exhibit 2.**

Department investigators took reasonable investigative steps in selecting witnesses to interview, conducting interviews, and reviewing information in conformance with what appears to be generally accepted practices. The conclusions reached by the Department in 2016 appear to be supported by evidence gathered and reviewed at the time.

[34] Exhibit 39, Redacted Civil Service Hearing Transcript, July 26, 2017, produced pursuant to the Los Angeles Times' PRA request, p. 211, lines 5-92.

[35] Exhibit 12, Redacted Dispute Resolution Agreement executed on July 29, 2015, produced pursuant to the Los Angeles Times' PRA request, setting forth a mutual stay away order between Mandoyan and the victim.

The completed Internal Affairs investigation was presented to Mandoyan's former Chief for review. The former Chief reviewed the investigation and decided that the case should be presented to the Department's Case Review panel given the level of discipline Mandoyan could receive for his conduct.[36] The Case Review panel is comprised of the Undersheriff and two Assistant Sheriffs and reviews the findings and discipline in administrative investigations for which the disciplinary recommendation could result in a suspension without pay of more than 16 days, reduction in rank, or discharge. On August 12, 2016, the Mandoyan case was presented to the Case Review panel, which found that Mandoyan had engaged in domestic violence against the victim, had attempted to break into the victim's residence, had stalked the victim and sent inappropriate text messages to her, and that Mandoyan had been untruthful to Internal Affairs investigators during an administrative interview about the allegations. The Case Review panel recommended that Mandoyan be discharged.[37] The Office of Inspector General was present during that case review.

Former Sheriff Jim McDonnell approved the discharge and the Department served Mandoyan with a Letter of Intent advising him of the Department's intent to discharge him.[38] On September 6, 2016, Mandoyan attended a *Skelly* hearing[39] with his former Chief to address the issues involved in his case. There were no changes to the recommended discipline after the *Skelly* hearing, and on September 15, 2016, Mandoyan was served with a Letter of Imposition, notifying him that he was discharged.[40]

III. Civil Service Commission Proceedings

On September 26, 2016, Mandoyan appealed his discharge to the Civil Service Commission.[41] The Civil Service Hearing took place over five days. Mandoyan was represented by counsel (who also represented Mandoyan in his Internal Affairs Bureau interview), who actively engaged in

[36] Exhibit 22, *Los Angeles County Sheriff's Department's Closing Brief*, pp. 17-18, filed under Civil Service case number 16-276 on November 28, 2017.

[37] Exhibit 30, Case Review Disposition for IV2383392, dated August 12, 2016.

[38] Exhibit 13, Redacted Letter of Intent dated August 15, 2016, notifying Mandoyan of the Department's intention to discharge him, produced pursuant to the Los Angeles Times' PRA request.

[39] A *Skelly* hearing must be provided to a County employee with civil service rights prior to the imposition of discipline. An employee's *Skelly* rights entitle the employee to due process consisting of: (1) notice of the intended disciplinary action; (2) a copy of all materials upon which the action is based; and (3) an opportunity to respond orally or in writing before the effective date of the disciplinary action. This hearing is named after the case of *Skelly v. State Personnel Board* (1975) 15 Cal.3d 194. See discussion of this case in the section headed "Mandoyan's Due Process Rights were violated."

[40] Exhibit 14, Redacted Letter of Imposition of Discharge of Caren Mandoyan dated September 15, 2016, produced pursuant to the Los Angeles Times' PRA request.

[41] Exhibit 15, Letter from Mandoyan's counsel, Michael A. Goldfeder, Esq., to the Los Angeles County Civil Service Commission, dated September 26, 2016, produced pursuant to the Los Angeles Times' PRA request.

the proceedings by filing motions, examining and cross-examining witnesses, and presenting written and oral arguments throughout the hearing. Through our review of this process, OIG staff did not identify evidence suggesting the proceedings were biased against Mandoyan.

The Civil Service Hearing resulted in approximately 962 pages of transcription and approximately 600 pages of exhibits. Mandoyan declined to testify at this hearing.[42]

On January 4, 2018, the hearing officer issued a 29-page report, upholding the Department's decision to discharge Mandoyan.[43] On February 27, 2018, Mandoyan filed objections to the hearing officer's report[44] and on May 16, 2018, the Civil Service Commission overruled Mandoyan's objections and adopted the hearing officer's decision as its final decision.[45]

On August 13, 2018, Mandoyan filed a *Verified Petition for Writ of Administrative Mandate* in the Los Angeles County Superior Court under case number BS 174714 seeking to vacate the Civil Service Commission's final decision and to reinstate Mandoyan with back pay. On August 27, 2018, Mandoyan also filed a separate *Complaint for Damages* against the County of Los Angeles related to his discharge, alleging invasion of privacy, the unlawful practice of law, and practicing a business without a license under case number BC 719337. Both of those cases remained active until they were purportedly resolved by a "settlement agreement" executed on December 28, 2018, by the Department and Mandoyan, but which was not signed by County Counsel or any other attorney for the County.

IV. Sheriff Villanueva's Criticisms of Mandoyan's Discharge

Sheriff Villanueva has made several public statements to the Board of Supervisors, the Civilian Oversight Commission (COC), and the media that criticize the processes that led to Mandoyan's discharge. Specifically, the Sheriff has claimed that Mandoyan was denied due process; that his firing was the result of illegitimate disciplinary rules; that Department investigators and decision-makers were biased; and that exculpatory information was improperly excluded from

[42] Rule 4.11 of the Civil Service Rules provides that the petitioning employee [Mandoyan in this case] "shall not be required to testify."

[43] Exhibit 16, Redacted Civil Service Hearing Officer Report dated January 4, 2017, produced pursuant to the Los Angeles Times' PRA request, p. 29.

[44] Exhibit 17, Redacted copy of motion filed by Mandoyan's counsel entitled, *"Caren Mandoyan's Objections to the Findings of Fact; Conclusions of Law; and Recommendations of Hearing Officer Joseph Scully,"* filed February 27, 2018, in case no. 16-276, produced pursuant to the Los Angeles Times' PRA request.

[45] Exhibit 18, Redacted Order of Civil Service Commission sustaining Discharge, dated May 23, 2018, which overruled Mandoyan's objections and adopted as its final decision the finding and recommendation of the hearing officer to sustain the Department's discharge of Mandoyan, produced pursuant to the Los Angeles Times' PRA request.

Mandoyan's Civil Service Hearing. These criticisms are not supported by the available evidence. Each of the Sheriff's claims are addressed below.

"Mandoyan's due process rights were violated"

The Sheriff has stated several times that Mandoyan was not afforded his due process rights.[46] For instance, at a press event in March 2019, Sheriff Villanueva was asked, "…on the reinstatement [of Mandoyan] it's caused a lot of problems, why is it you are sticking your neck out so much on this?" The Sheriff replied, "[w]ell it's the issue of due process. And someone asked me last night is that the hill you wish to die on, and when it comes to defending and supporting the Constitution particularly the 14th Amendment, it's very important."[47]

The 14th Amendment to the United States Constitution states, in part, that the government cannot "deprive any person of life, liberty, or property, without due process of law." Such protections extend to state and local civil service employees. (See *Skelly v. State Personnel Board* (1975) 15 Cal. 3d 194). In the *Skelly* case, the California Supreme Court observed ". . . that the California statutory scheme regulating civil service employment confers upon an individual who achieves the status of permanent employee a property interest in the continuation of his employment which is protected by due process." (*Id*. at p. 206). Under the *Skelly* case and its progeny, due process requires that before discipline is imposed on any public employee with civil service protection, the following must be done:

1. Notice of the proposed action must be given to the employee;
2. A statement of the reasons for the proposed action must be given to the employee;
3. A copy of the charges and materials upon which the proposed action is based must be given to the employee;
4. And the right to respond, either orally or in writing, to the authority imposing discipline must be given to the employee. (Id. at p. 215).

In Mandoyan's case, the Department met all of these requirements. Specifically, Mandoyan was sent a notice of the proposed disciplinary action on August 15, 2016.[48] He elected to have a

[46] See, LASD End of the Month Update on March 27, 2019, approx. at timestamp 19:45: https://www.facebook.com/LosAngelesCountySheriffsDepartment/videos/vb.225060950854159/625296577883782/?type=2&theater; See also, Exhibit 44, OIG Partial Transcript of March 27, 2019 LASD End of the Month meeting.

[47] Ibid.

[48] Exhibit 13, Redacted Letter of Intent to Discharge Caren Mandoyan dated August 15, 2016, produced pursuant to the Los Angeles Times' PRA request.

Skelly hearing before his former Chief, and presented his case to his former Chief.[49] On September 15, 2016, the Department sent Mandoyan a letter informing him of his discharge.[50] At each stage of that process, Mandoyan asserted his rights and responded to the Department's actions and decisions against him.

Under Los Angeles County Civil Service Rule 4.03 and 4.05, as a permanent civil service employee, Mandoyan had the right to petition his discharge to the Civil Service Commission. Mandoyan exercised that right, and his right to appeal the findings of the Civil Service Commission before the Superior Court.

Mandoyan fully exercised the rights afforded to him by the federal Constitution, the California State Constitution, and the Los Angeles County Civil Service Rules. Our review yielded no evidence that Mandoyan's due process rights were violated.

"Mandoyan's alleged conduct should not have resulted in discharge"

The Sheriff has repeatedly stated that the allegations in the Mandoyan case "did not rise to the level of a discharge."[51] However, statements of this type do not accurately represent the range of discipline available for the sustained allegations that resulted in Mandoyan's discharge.

The Department's Guidelines for Discipline are used to assist Department supervisors, managers, and executives in deciding when and how to impose discipline. Shortly after taking office, Sheriff Villanueva reinstated the Guidelines for Discipline that had been in place in 2012. Both the 2012 Guidelines for Discipline and the Guidelines for Discipline used to adjudicate Mandoyan's case had a ceiling of discharge for the misconduct, which Mandoyan was found to have engaged in.[52]

Both versions of the Guidelines for Discipline allow for discharge if a deputy is found to have provided false statements to Internal Affairs investigators. The previous administration found

[49] Exhibit 38, Redacted Civil Service Hearing Transcript, July 25, 2017, produced pursuant to the Los Angeles Times' PRA request, pp. 103-104.

[50] Exhibit 14, Redacted Letter of Imposition of Discharge of Caren Mandoyan dated September 15, 2016, produced pursuant to the Los Angeles Times' PRA request.

[51] Exhibit 20, Partial transcript of the Meeting of the Los Angeles County Board of Supervisors, dated January 29, 2019, p.52.

[52] *Sheriff's Department Reverts to Less Stringent 2012 Deputy Disciplinary Rules, At Least For Now*, Frank Stoltze, LAist, December 14, 2018. https://laist.com/2018/12/14/la_sheriff_eliminates_some_deputy_disciplinary_rules_and_weakens_others.php; Exhibit 38, Redacted Civil Service Hearing Transcript, July 25, 2017, produced pursuant to the Los Angeles Times' PRA request, pp. 99, lines 13-25, p. 101, lines 12-17, p. 102, lines 7-9; Exhibit 19, Comparison Chart of Guidelines for Discipline, Dishonesty/False Statements.

that Mandoyan had made false statements; the Civil Service hearing officer found that Mandoyan had made false statements; and the Civil Service Commission affirmed the hearing officer's findings. These findings were based on evidence the hearing officer and the Civil Service Commission found to be persuasive: a video of Mandoyan prying at the base of a sliding glass door, which he described as him attempting to make noise to get the victim's attention. Each of these reviewing bodies, even if they were to have used the 2012 Guidelines, would properly have upheld the discharge of Mandoyan for making false statements since discharge was within the disciplinary range of either version of the Guidelines for Discipline. Courts have found that domestic violence demonstrates a "readiness to do evil," the federal government precludes the carrying of a gun for those convicted of the criminal version of such conduct, and unfailing honesty is essential to the core function of a peace officer.

"The Department's investigation and adjudication of Mandoyan's case was biased"

The Sheriff has criticized the Department's Internal Affairs investigation of the Mandoyan case. He stated that the Internal Affairs investigator "egged on" the complainant (identified as the victim in this Report).[53] This argument was previously made by Mandoyan's attorney to the Civil Service hearing officer in his November 27, 2017 closing brief. In that brief, Mandoyan's attorney alleged that the investigation was unfair "[b]ecause why let the truth interfere with the predetermined outcome of an IAB investigation when the Sergeant running it can censor those facts with '*a shoddy, one sided, and incomplete Investigation (sic)*' since they don't fit into his agenda to terminate Deputy Sheriff Caren Mandoyan from his position as a *Hard Working FTO at Lennox/South LA Station*."[54] Despite the opportunity afforded to Mandoyan to prove this point, neither the hearing officer nor the Civil Service Commission found sufficient evidence to support these arguments when they upheld Mandoyan's discharge. OIG staff did not find evidence that the Internal Affairs investigator "egged on" witnesses or conducted a "one sided" investigation.

The Sheriff has also made comments accusing the Civil Service Commission of being a "kangaroo court" that was improperly swayed by former sheriffs.[55] OIG staff uncovered no evidence that the County's Civil Service Commission is biased against defendant employees. Like all department employees who appear before the Civil Service Commission, Mandoyan was

[53] Exhibit 8, Partial transcript of Sheriff's Comments to the Civilian Oversight Committee on January 22, 2019, p. 16.

[54] Exhibit 22, Redacted copy of Caren Mandoyan's Civil Service Hearing Closing Argument entitled, *"Caren Mandoyan's Closing Argument,"* in Case No. 16-275, filed on November 27, 2017, p. 15, lines 11-14; produced pursuant to the Los Angeles Times' PRA request.

[55] Exhibit 8, Partial transcript of Sheriff's Comments to the Civilian Oversight Committee on January 22, 2019, p. 6.

afforded and did exercise various procedural protections – including input into the selection of the hearing officer in his case.[56] The evidence reviewed by this office strongly supports the conclusion the hearing officer and Commission reached.

Finally, available Civil Service Commission data shows that the Commission often **disagrees with disciplinary decisions** reached by the Department. Data for 2015 adjudications shows that the Commission did not "sustain" or only "sustained in-part" about one-third (approximately 32%) of the Department cases they heard.[57]

"Exculpatory evidence was not presented at the Civil Service Hearing"

At a recent Civilian Oversight Commission meeting, Sheriff Villanueva stated that exculpatory evidence was not presented at Mandoyan's Civil Service Hearing.[58] The Sheriff referenced a June 3, 2015 memorandum[59] that Mandoyan had written to his supervisor and stated that this "exculpatory evidence" was never presented to the hearing officer. However, the June 3, 2015 memorandum referenced by the Sheriff was included in the Department's Internal Affairs investigation of Mandoyan and was presented at the Civil Service Commission hearing.

Internal Affairs interviewed Mandoyan's supervisor about the memorandum. Internal Affairs also interviewed Mandoyan about the memorandum in the presence of his attorney. The June 3, 2015 memorandum was included as an exhibit in the Civil Service Hearing and Mandoyan's supervisor testified as to the contents of the memorandum and the circumstances of its drafting.

[56] Exhibit 23, Redacted copy of the *Selection of Hearing Officer* form dated December 19, 2016, produced pursuant to the Los Angeles Times' PRA request. In this case, three hearing officers were listed. The Department and counsel for Mandoyan each rejected one of the listed individuals, leaving Joseph Scully as the assigned hearing officer. See also, Procedural Rules of the Civil Service Commission of Los Angeles County, Los Angeles County Code § 5.01.

[57] Exhibit 24, 2015 Annual Report of the County of Los Angeles Civil Service Commission, p. 12.

[58] March 26, 2019, Civilian Oversight Commission meeting approx. at timestamp 3:12:15. Audio recording of meeting: http://lacountymediahost.granicus.com/MediaPlayer.php?clip_id=7324.

[59] Exhibit 25, Memorandum from Caren Mandoyan to his Supervisor dated June 3, 2015.

"The Truth and Reconciliation Panel came to its own findings without being influenced by any outside parties"

At a January 30, 2019, Department press conference, Sheriff Villanueva asserted that the Mandoyan re-evaluation process was evidence-based and without a predetermined outcome, stating:

> Well in all the cases we're looking at, our starting point is we don't have a predetermined outcome which was a huge assumption of people. No. In fact in this particular case [Mandoyan] it was, if the evidence supports a termination well then he would not be back at work. Period. And so our starting point is does the result is the result supported by the evidence on hand. So we have about half a dozen cases and one in particular is even worse than this one.[60] (Emphasis added).

The Sheriff stated that during the first week of his administration, he initiated the review of the Mandoyan case and "gave the process over to Chief Gross."[61] He further stated:

> I initiated the review. I requested, "Okay let's start the review, let's pick, let's start with these low hanging fruit that we need to address" and that's when we gave the process over to Chief Gross and then he took off on his own to decide, "Okay is this sustainable or not?"[62]

Chief Steven Gross was present at the press conference and stated the factual analysis of Mandoyan's case was based on information that the Department already had in its possession and no further investigation was conducted. The factual analysis was set forth in a memorandum, which was then presented to the "*ad hoc* committee." Chief Gross further stated that the committee reviewed the charges against Mandoyan, the records in the Department's possession, the prior disciplinary disposition, and the 2012 Discipline Guidelines.

[60] See, https://www.facebook.com/LosAngelesCountySheriffsDepartment/videos/296087491107718/ , approx. at timestamp 32:09 to 32:50.

[61] See, https://www.facebook.com/LosAngelesCountySheriffsDepartment/videos/296087491107718/, approx. at timestamp 48:45 to 49:56.

[62] See, https://www.facebook.com/LosAngelesCountySheriffsDepartment/videos/296087491107718/, approx. at timestamp 48:45 to 49:56.

The Assistant Sheriff then made findings, which were documented and presented to the Sheriff for his review.[63]

However, a November 26, 2018 e-mail from the Sheriff-elect's new Chief-of-Staff Lawrence Del Mese to Chief Alicia Ault, the former chief of the Professional Standards Division supports the conclusion that Mandoyan's rehiring was sought prior to the review of the case.[64] On November 26, 2018, former-Sheriff McDonnell conceded the election to Sheriff-elect Villanueva. On that same date, Mr. Del Mese sent Chief Ault an e-mail with a document attached (this document is not public and the Department objects to its release), and a subject line that read "Mandoyan."

At the time of this e-mail, the Sheriff-elect had not yet taken office and the "Truth and Reconciliation Panel" (Panel) which considered the Mandoyan case had not yet been formed. As a retired lieutenant, Alex Villanueva would not have had access to Mandoyan's personnel file and would not have had access to Mandoyan's administrative case file. As such, it can be inferred that the Sheriff and/or his executive staff were proceeding only on the basis of secondary sources of information on this case. In her e-mail, sent on the last day before her retirement, Chief Ault wrote that she had forwarded the attached document to County Counsel so that County Counsel and Mr. Mandoyan's attorney could work together **"to achieve the goal of returning him [Mandoyan] to work**." (Emphasis added). Based on the e-mail, it appears that the current administration gave direction on the ultimate outcome of this process -- bringing Mandoyan back to work – before the Sheriff ever took office.[65]

Despite the Sheriff's description of the Mandoyan case as "low-hanging" fruit – presumably meaning that if one were to review the evidence, it would be clear that Mandoyan was wronged and that the allegations against him had no merit[66]-- as will be discussed in detail

[63] See, Press Conference comments by Chief Steven Gross regarding the Mandoyan discipline re-evaluation process at https://www.facebook.com/LosAngelesCountySheriffsDepartment/videos/296087491107718/, approx. at timestamp 27:03 to 29:31.

[64] The Professional Standards Division is comprised of several units including IAB and Advocacy Unit. IAB has a myriad of responsibilities, one of which is to conduct administrative investigations of policy violations by Department members. The Advocacy Unit oversees legal issues and provides legal advisement for Case Review, administrative investigations and post investigation grievances and represents the Department before the Civil Service Commission. As chief of the Division, Chief Ault reported directly to the Sheriff and Undersheriff. *See* Department's Manual of Policies and Procedures Sections 2-04/010.00, 2-04/010.05, and 2-04/010.15.

[65] Exhibit 27, Redacted copy of e-mail from Chief Alicia Ault to Lawrence Del Mese, dated November 30, 2018, produced pursuant to the Los Angeles Times' PRA request.

[66] "LA County will go to Court to try to Force Re-hired Deputy to turn in Gun and Badge," Stoltze, Frank, March 3, 2019, LAist, https://laist.com/2019/03/03/villanueva_mandoyan_los_angeles_county_sheriff_dispute.php.

below, there is strong evidentiary support for the Department's original discharge decision and the decision made by the Civil Service Commission.

Moreover, even the Sheriff's "Truth and Reconciliation Panel," which re-evaluated the Mandoyan case, **made no mention of due process violations, a biased Department investigation, or the hiding of exculpatory evidence** in its analysis and recommendation that Mandoyan be reinstated.[67]

V. The Truth and Reconciliation Process

Mandoyan was reinstated on or about December 28, 2018. OIG staff reviewed available documentation created as a result of his reinstatement and interviewed senior Department staff. The evidence we reviewed suggests that Mandoyan's return to duty may have been preordained, rather than the product of an objective "Truth and Reconciliation" process. As stated above, an e-mail from Chief Ault strongly suggests that efforts to bring Mandoyan back to work predate any factual re-evaluation of his case by the Truth and Reconciliation Panel. Moreover, the evidence also suggests the Department may not have had sufficient time or have spent the necessary resources to conduct a full and thorough review of the process used to discharge Mandoyan.

In approximately 25 days, the Truth and Reconciliation Panel overturned a year-long administrative process that involved hundreds of pages of interviews, documents, and other exhibits, and that was subsequently affirmed through a five-day Civil Service Hearing. Historically LASD has struggled to make evidence-based discipline decisions rapidly. Further, the findings in a memorandum setting forth the analysis of the Panel are silent on key pieces of evidence, including video evidence and corroborating witness statements.[68]

The earliest available written document regarding the process that led to Mandoyan's reinstatement is the **November 30, 2018** e-mail by Chief Ault that she sent in response to a November 26, 2018 e-mail from Mr. Del Mese, the incoming Chief-of-Staff to Sheriff-elect Villanueva. Those emails precede the Sheriff's taking office and suggest that the Sheriff-elect and/or his designees were already working towards Mandoyan's return. The November 30, 2018 e-mail by Chief Ault states:

[67] Exhibit 26, *Truth and Reconciliation Panel Review of IAB IV#2383392, Deputy Caren Mondoyan (sic) Matter,* dated December 27, 2018, pp. 5-6. This document, entitled, *"Declaration of Eliezer Vera in Support of Respondents/Defendants Alex Villanueva and Los Angeles County Sheriff Department's Opposition to County of Los Angeles' Application for Temporary Restraining Order and Order to Show Cause Re Preliminary Injunction,"* was attached to a motion and documents filed in the County of Los Angeles Superior Court Case No. 19STCP00630 on March 12, 2019. This is a public document that was filed in the Los Angeles Superior Court.

[68] Ibid.

> As today is my last day in service to the county I wanted to close the loop on this request. I have given this document to Ms. Prijo Ranashinge (sic), County Counsel, **to process Sheriff Elect Villanueva's priority request forward**.
>
> I have been told this request has been given to contract counsel and the County Counsel Litigation Attorneys to work together with Deputy Mandoyan's attorney **to achieve the goal of returning him to work**.[69] (Emphasis added).

Based on this e-mail, it appears that the process of reinstating Mandoyan started before the Sheriff was sworn into office on December 3, 2018, and well before the Truth and Reconciliation Panel had been created. However, at this point such a process cannot be described as evidence-based since the incoming administration had no access to the internal file.

Sheriff Villanueva was sworn into office on **December 3, 2018**. He stated in response to a direct question during a press conference that the first effort to re-hire Mandoyan was when he initiated the review of the Mandoyan case during the first week of his administration and "gave the process over to Chief Gross."[70] At that press conference, on January 30, 2019, Chief Gross stated that the review was based on information that the Department already had in its possession and no further investigation was conducted.

Ten days after the Sheriff was sworn into office, a **December 13, 2018** Department memorandum entitled *Analysis of Administrative Investigation IV 2383392 – Deputies Caren Mandoyan and [victim]* (Analysis Memorandum), was addressed to Chief Gross.[71] Chief Gross had requested this "memorandum be prepared to distill the documentary file in Mandoyan's personnel action to a manageable chronology and summary analysis of key evidence for use in

[69] Exhibit 27, Redacted copy of e-mail from Chief Alicia Ault to Lawrence Del Mese, dated November 30, 2018, produced pursuant to the Los Angeles Times' PRA request. The original Del Mese e-mail of November 26, 2018, appears to be a "priority request forward" from Sheriff Villanueva, but the forwarded request from the Sheriff-elect was not included.

[70] See, https://www.facebook.com/LosAngelesCountySheriffsDepartment/videos/296087491107718/, approx. at timestamp 48:45 to 49:56.

[71] Exhibit 28, Declaration of Steven E. Gross, p.2, lines 19-24, filed concurrently with "*Respondents/Defendants Alex Villanueva and Los Angeles County Sheriff Department's Opposition to County of Los Angeles' Application for Temporary Restraining Order and Order to Show Cause Re Preliminary Injunction,"* filed in County of Los Angeles Superior Court Case No. 19STCP00630 on March 12, 2019. This is a public document that was filed in the Los Angeles Superior Court.

the anticipated Truth and Reconciliation Panel review . . . ."[72] Chief Gross "reviewed and approved the memorandum for transmission to the Panel for use in the Mandoyan matter."[73]

On **December 21, 2018**, eight days after the date on the Analysis Memorandum, the Panel met to discuss the previously founded allegations in the Mandoyan case. A December 27, 2018 memorandum entitled *Truth and Reconciliation Panel Review of IAB IV#2383392, Deputy Caren Mondoyan (sic) Matter* (Panel Memorandum) was written to document the Panel's review of the Mandoyan administrative investigation.[74] According to this Panel Memorandum, the Panel determined that the discipline imposed on Mandoyan was excessive and that "several of the Department's rulings lacked a factual and corroborated basis."[75] The Panel recommended rescinding Mandoyan's discharge and, instead, imposed a 12-day suspension. The Panel Memorandum states:

> Although the hearing officer and Civil Service Commission ruled in the Department's favor, the foundation for these decisions appeared to be heavily weighted on [the victim]'s credibility and presentation during her testimony at the hearing.[76]

On **December 28, 2018**, the Department and Mandoyan executed a settlement agreement (Settlement Agreement) whereby Mandoyan's discipline would dismiss his civil lawsuit and writ petition against the County, his discipline would be reduced to a 12-day suspension, and he would be reinstated with back pay and credited for the benefits that would have accrued since his discharge.[77]

The Settlement Agreement is marked by several significant irregularities. First, it purports to settle Mandoyan's two civil actions against the County in exchange for a lowering of discipline,

[72] Ibid, p. 2, lines 24-27.
[73] Ibid, p. 3, lines 2-3.
[74] Exhibit 26, *Truth and Reconciliation Panel Review of IAB IV#2383392, Deputy Caren Mondoyan (sic) Matter*, dated December 27, 2018, filed as Exhibit 1 to the *Declaration of Eliezer Vera in Support of Respondents/Defendants Sheriff Alex Villanueva and Los Angeles County Sheriff Department's Opposition to County of Los Angeles' Application for Temporary Restraining Order and Order to Show Cause Re Preliminary Injunction,"* filed in the County of Los Angeles Superior Court Case No. 19STCP00630 on March 12, 2019. This is a public document that was filed in the Los Angeles Superior Court.
[75] Ibid. at page 6.
[76] Ibid.
[77] Exhibit 28, *"Respondents/Defendants Sheriff Alex Villanueva and Los Angeles County Sheriff Department's Opposition to County of Los Angeles' Application for Temporary Restraining Order and Order to Show Cause Re Preliminary Injunction,"* filed in the County of Los Angeles Superior Court Case No. 19STCP00630 on March 12, 2019, p. 5; Exhibit 29, "*Declaration of Mary Wickham in Support of Petitioner/Plaintiff County of Los Angeles' Ex Parte Application for Temporary Restraining Order and Order to Show Cause,"* pp. 4-8, filed in the County of Los Angeles Superior Court Case No. 19STCP00630 on March 12, 2019. This is a public document that was filed in the Los Angeles Superior Court.

reinstatement to duty, and back pay.[78] However, the Settlement Agreement was not signed by a legal representative of the County. The Los Angeles County Charter provides that County Counsel has "exclusive charge and control of all civil actions in which the County or any officer thereof, is concerned or is a party." Moreover, County Counsel has represented that it advised the Department "not to move forward [on the Mandoyan matter] until there was a full investigation and until County Counsel was further consulted. And that consultation . . . did not happen."[79] That assertion is reiterated by the declaration of County Counsel Mary Wickham that was filed in subsequent litigation between the Department and the County. The Wickham declaration states that no one at the Office of County Counsel authorized the settlement of Mandoyan's two civil cases.[80] The absence of a lawyer's signature on the purported settlement agreement tends to corroborate this assertion.

Mandoyan was discharged effective September 14, 2016, and was purportedly reinstated effective December 30, 2018.[81] Civil Service Rule 17.01 allows for reinstatement only if no more than two years have passed from separation from County service.[82] In addition, the Department's Manual of Policy and Procedures 3-02/130.00, *Reinstatement/ Restoration*, states that "[i]t shall be the policy of this Department, in conformance with Civil Service Rule #17, that personnel whose absence from County service exceeds two years shall not be eligible for reinstatement."

On **January 8, 2019**, then-Assistant Sheriff Timothy Murakami requested that Mandoyan be reinstated to full-duty effective December 30, 2018.[83] As such, the Truth and Reconciliation process appears to have taken just 25 days, inclusive of four weekends and the Christmas

[78] Exhibit 29, "*Declaration of Mary Wickham in Support of Petitioner/Plaintiff County of Los Angeles' Ex Parte Application for Temporary Restraining Order and Order to Show Cause,"* pp. 4-8*,* filed in the County of Los Angeles Superior Court Case No. 19STCP00630 on March 12, 2019. This is a public document that was filed in the Los Angeles Superior Court.

[79] Exhibit 20, Partial transcript of the Los Angeles County Board of Supervisors Meeting on January 29, 2019, p. 49, lines. 17-21. Note that the highlighted quote is erroneously attributed to Sheriff Villanueva. The video recording of the meeting reflects that the speaker was Chief Deputy County Counsel Lawrence Hafetz.

[80] Exhibit 29, *Declaration of Mary Wickham in Support of Petitioner/Plaintiff County of Los Angeles' Ex Parte Application for Temporary Restraining Order and Order to Show Cause*, filed on March 4, 2019 under case number 19STCP00630. This is a public document that was filed in the Los Angeles Superior Court.

[81] Ibid.

[82] Civil Service Rule 17.01(A) states: After approval by the director of personnel, any person who has been separated from county service without fault or delinquency may be reinstated by the appointing power within two years from the date of such separation, to any position held on an eligible basis prior to such separation, or to any other position to which a transfer, reassign mentor voluntary reduction from that position would be authorized by these Rules. Within two years of the date of separation, former permanent employees may be reinstated to appropriate temporary or recurrent positions. (Emphasis added).

[83] Exhibit 29, "*Declaration of Mary Wickham in Support of Petitioner/Plaintiff County of Los Angeles' Ex Parte Application for Temporary Restraining Order and Order to Show Cause,"* p. 9, filed in the County of Los Angeles Superior Court Case No. 19STCP00630 on March 12, 2019. This is a public document that was filed in the Los Angeles Superior Court.

holiday, to research, review, and re-evaluate the Mandoyan case. Given the size of the record and the complexity of the case, this is a very short time frame within which to conduct a full and thorough review of the prior administrative process and come to the decision to rehire Mandoyan.

Lastly, the Panel Memorandum setting forth the analysis by the Truth and Reconciliation Panel is silent as to key pieces of evidence, including video evidence and corroborating witness statements. The Panel Memorandum purportedly documents the re-evaluation of allegations against Mandoyan. As such, OIG staff closely reviewed the Panel Memorandum and our analysis of the Panel's findings and conclusions is below.

Domestic Violence Allegations

The following allegations of domestic violence related to the evening of September 1, 2014, were originally **Founded** by the Department and sustained by the Civil Service Commission: (a) Mandoyan pushing and/or grabbing the victim by her arm; (b) placing his hand around the victim's neck and/or squeezing it, restricting her ability to breathe; (c) using his foot to stop the victim from closing her door as she tried to retreat from his assault; and/or, (d) damaging the door to the victim's residence.[84]

The Panel found these allegations to be **Unresolved**.[85] The Panel Memorandum states:

> The [P]anel found the Department was flawed to rule in such a definitive manner based upon conflicting and unsubstantiated statements between two parties. In particular, there was no supporting evidence to confirm a domestic violence incident occurred between Mr. Mondoyan (sic) and [the victim], in September of 2014, except for the undocumented account provided by [the victim], which Mr. Mondoyan (sic) emphatically denied. All photographic evidence submitted by [the victim] was

[84] Exhibit 16, Redacted Civil Service Hearing Officer Report dated January 4, 2017, produced pursuant to the Los Angeles Times' PRA request, pp.21-22; Exhibit 14, Letter of Imposition of Discharge of Caren Mandoyan, dated September 15, 2016, produced pursuant to the Los Angeles Times' PRA request, p. 2.

[85] According to the Department's Administrative Investigations Handbook, which was last revised on October 17, 2005, "Unresolved" means the investigation fails to resolve the conflict between the complainant's allegation and the Department member's version of the incident and there is no preponderance of the evidence to support either version of the incident. "Unfounded" means that the investigation establishes by a preponderance of the evidence that the allegations are not true. "Founded" means that the investigation establishes the allegation is true and when the action on the part of the Department members is prohibited by law or Department policy. "Exonerated" means that the evidence establishes by clear and convincing evidence either that the employee was not personally involved in any way; or that the allegation giving rise to the investigation was demonstrably false and brought In bad faith; or that the allegation in question, even if true, does not violate any laws or Department policies.

> significantly delayed in reporting and could not be date verified; as a result, the [P]anel found the allegations of domestic violence against Mr. Mondoyan (sic) to be **Unresolved**."[86]

The Panel based its finding on a lack of corroboration of the allegations made by the victim. As Mandoyan and the victim offered two drastically different versions of what occurred that evening, the Panel determined that neither party was more credible than the other, and that the allegations were therefore "Unresolved."

As described by the Department to the OIG, the Panel did not take new testimony or interview any witnesses. Therefore, unlike the hearing officer, the Panel did not have an opportunity to observe the victim or the witnesses who testified at the Civil Service Commission hearing. Presumably[87] the hearing officer considered the existence or nonexistence of any bias, interest or other motives of the witnesses (including the victim), and evidence of the witnesses' character for honesty or truthfulness or their opposites, as did the Panel. However, the Panel did not have the opportunity, as did the hearing officer, to observe and evaluate the witnesses' ability to remember and communicate, their attitude about giving testimony, the character and quality of that testimony, and their demeanor and manner as witnesses. Notwithstanding this lack of information the law recognizes as important in evaluating the credibility of witnesses in cases in which the burden of proof is much higher than in disciplinary cases,[88] the Panel substituted its judgment of credibility for that of the hearing officer.

Additionally, the OIG has identified supporting evidence that corroborates the victim's allegations, and that could and did lead the civil service hearing officer to credit her account rather than Mandoyan's at the civil service hearing. That evidence includes corroborating witness statements, documents, and the actions and testimony of both parties before and during the Department's investigation.

The Panel does not cite any evidence, competent or otherwise, in support of its decision to substitute its own judgement in place of the hearing officer's. The memorandum simply states Mandoyan and the victim provided two different versions of events, and the Panel could not resolve which party's version of events to believe beyond a preponderance of the evidence.[89]

[86] Exhibit 26, *Truth and Reconciliation Panel Review of IAB IV#2383392, Deputy Caren Mondoyan (sic) Matter*, dated December 27, 2018, p. 2.
[87] California Evidence Code section 664 establishes a legal presumption that an official duty is regularly performed.
[88] California Jury Instructions Criminal (CALJIC) 2.20 Believability of a Witness (Fall 2018); Judicial Council of California, Criminal Jury Instructions (CALCRIM) 226 Witnesses (Spring 2019).
[89] Ibid.

The Panel Memorandum states there were "no independent witnesses or corroborating evidence toward the events."[90] By thus stating, it appears that the Panel did not take into account the fact that the victim told a number of individuals about the September 2014 assault long before she reported the incident to the Department. For example, on the night of the assault, the victim telephoned a close friend and relayed specific details about the assault. Sometime thereafter, that friend observed bruising on the victim's neck consistent with the victim's account of the assault. However, the Panel Memorandum does not discuss whether the Panel found the eyewitness account by the victim's friend of seeing bruising on the victim's neck corroborative or not. Multiple other individuals had also provided third-party accounts in support of the victim. A chart describing this allegation and the corroborating evidence found in the records and files of this case is set forth in **Exhibit 2**.[91]

Allegations of Attempting to Enter the Victim's Residence

The following allegations of Mandoyan attempting to gain entry into the victim's apartment were **Founded** by the Department and sustained by the Civil Service Commission: (a) being captured on a video-recording attempting to gain entry into the victim's residence through the balcony sliding glass door; (b) using a tool/object/"pulley" to pry the victim's sliding glass door off of the track system; (c) attempting to gain entry into the victim's residence even after the victim repeatedly told him to go away; and (d) attempting to enter the victim's residence through the bathroom window without her permission.[92]

The Panel found these allegations to be **Unresolved**. The Panel Memorandum states that:

> It appeared in the Department's initial review of the case, Mr. Mandoyan's account was summarily dismissed, while

[90] Ibid.

[91] On or about June 14, 2019, the Department's counsel asserted in a letter to the Inspector General in which he objected to the release of this report that during the Civil Service Commission proceedings the Internal Affairs Bureau had recorded an interview of a mutual friend of Mandoyan and the victim who is alleged to have said that the "[victim] told her that Deputy Mandoyan had not done anything to make the female deputy afraid of Mandoyan, and that if he had done something, the [victim] would have committed physical violence against Mandoyan, as the [victim] was the one in the relationship who did the "hitting" (or words to that effect)." The same assertion was made by the Department to the Inspector General on June 17, 2019. The Office of Inspector General requested that the Department provide the OIG with evidence of this interview. In response the Department provided a link to a March 30, 2019 ABC 7 news cast in which the witness was identified as Lisa Richardson and a general denial that the Department had any recollection of such an interview or possessed evidence of the interview.

[92] Exhibit 16, Redacted Civil Service Hearing Officer Report dated January 4, 2018 produced pursuant to the Los Angeles Times' PRA request, pp. 22-23; Exhibit 14, Redacted Letter of Imposition of Discharge of Caren Mandoyan, dated September 15, 2016, produced pursuant to the Los Angeles Times' PRA request, p. 3.

> full credibility was provided to [the victim]'s testimony and her interpretation of Mr. Mandoyan's intent and mindset during the incident. The [P]anel founded (sic) due to the conflicting explanations provided by both [the victim] and Mr. Mandoyan, the above charges and any associated issues concerning false statements and dishonesty were determined to be "**Unresolved**."[93]

As detailed above, on or about December 27, 2014, the victim was inside her apartment, when she heard noises outside her window and door. She then realized that Mandoyan was outside on her apartment patio trying to pry open her locked sliding glass door.[94] The victim recorded three videos of Mandoyan's actions.[95] One of the videos shows, Mandoyan crouched at the victim's sliding glass door using a metal object to manipulate the bottom of the door.[96]

In his Internal Affairs interview, Mandoyan stated he was not trying to enter the victim's apartment. He stated that he had had an argument with the victim and she had locked him out

[93] Exhibit 26, *Truth and Reconciliation Panel Review of IAB IV#2383392, Deputy Caren Mondoyan (sic) Matter*, dated December 27, 2018, p. 2.

[94] Exhibit 39, Redacted Civil Service Hearing Transcript, July 26, 2017, produced pursuant to the Los Angeles Times' PRA request, pp. 173-178.

[95] Exhibit 39, Redacted Civil Service Hearing Transcript, July 26, 2017, produced pursuant to the Los Angeles Times' PRA request, p. 174.

[96] [Celeste Fremon] (2019, April 1). *Mandoyan video – IMG 0702* [Video File]. Retrieved from https://www.youtube.com/watch?v=TNJx4vyez98.

of the apartment. He claimed his actions were only intended to draw the victim's attention, not to enter the apartment. After viewing the videos, Mandoyan told investigators he used the metal object to make noises so that the victim would let him into the apartment.[97]

However, at the Civil Service Commission hearing, witnesses – including one who was called to testify by Mandoyan's counsel – stated that the video appeared to show Mandoyan trying to gain entry into the apartment.[98]

Similarly, on January 26, 2015, Mandoyan allegedly followed the victim home from work and attempted to enter her residence through a bathroom window and a sliding glass door. The victim made a series of videos of Mandoyan as he talked to her from the sliding glass door and then opened her bathroom window.[99] One video is filmed from inside the victim's darkened bathroom in which a window can be faintly seen being pushed open by a backlit hand. The victim says, "Get the fuck out of my house, Caren! Get the fuck out! Get out! Stop, dude, get out of my house!" as Mandoyan can be heard telling her to come outside. The victim then says, "I'm calling the cops."[100]

Although Mandoyan admitted to opening the bathroom window, he stated that he was merely trying to apologize to the victim for an argument they had been in earlier when he was driving to her apartment. He further stated that he never entered the bathroom or threw things at the victim. Mandoyan stated that items fell from the window ledge as he opened the window.[101] However, in the video where the bathroom window can be faintly seen being pushed open by a backlit hand,[102] most of the noises from items arguably hitting various unknown surfaces occur **after** the window is already opened; thus, supporting the victim's story that things were being thrown at her. Moreover, the videos recorded by the victim do not capture Mandoyan saying anything akin to an apology.[103] According to the hearing officer and the victim, the victim is

[97] Exhibit 3, Redacted Caren Mandoyan's Internal Affairs interview, produced pursuant to the Los Angeles Times' PRA request, pp. 21-22 and 74-76.

[98] Exhibit 39, Redacted Civil Service Hearing Transcript, July 26, 2017, produced pursuant to the Los Angeles Times' PRA request, p. 56, lines 7-19.

[99] Exhibit 39, Redacted Civil Service Hearing Transcript, July 26, 2017, produced pursuant to the Los Angeles Times' PRA request, pp. 179-181, 182, lines 3-15.

[100] [Celeste Fremon] (2019, April 1). *Mandoyan video – IMG 0781* [Video File]. Retrieved from https://www.youtube.com/watch?v=rzY4wbQy0n0.

[101] Exhibit 3, Redacted Caren Mandoyan's Internal Affairs interview, produced pursuant to the Los Angeles Times' PRA request, pp. 63-64 and 80.

[102] [Celeste Fremon] (2019, April 1). *Mandoyan video – IMG 0781* [Video File]. Retrieved from https://www.youtube.com/watch?v=rzY4wbQy0n0.

[103] Exhibit 16, Redacted Civil Service Hearing Officer Report dated January 4, 2017, produced pursuant to the Los Angeles Times' PRA request, p. 18; [Celeste Fremon] (2019, April 1). *Mandoyan video – IMG 0781* [Video File]. Retrieved from https://www.youtube.com/watch?v=rzY4wbQy0n0; [Celeste Fremon] (2019, April 1). *Mandoyan video – IMG 0783* [Video File]. Retrieved from https://www.youtube.com/watch?v=So6jZK6yBUc.

heard talking with Mandoyan through her sliding glass door.[104] It is not clear from Mandoyan's Internal Affairs interview why he needed to go to a darkened bathroom and open a window to apologize to the victim when he could have apologized while he spoke with her through the sliding glass door.

As to both of these incidents, the hearing officer sustained the founded allegations due in large part to the video recordings that were presented.[105] He found the "**recordings to be the most persuasive evidence offered at the Hearing**."[106] In 2016, the Department's Case Review Panel also found the videos to be compelling as it cited the videos as one of the reasons it found Mandoyan had attempted to break into the victim's home.[107]

The Panel Memorandum provides no explanation as to what weight was given to the video evidence. The Panel simply found the allegations to be unresolved due to the conflicting explanations provided by both the victim and Mandoyan without commenting on the video evidence that the Case Review Panel and the hearing officer had found to be of critical importance in evaluating Mandoyan's credibility.

Allegations of False Statements

The following allegations of Mandoyan making false statements were originally **Founded** by the Department and sustained by the Civil Service Commission: (a) denying that he attempted to enter into the victim's residence by way of her sliding glass door; and/or (b) denying that he attempted to enter into the victim's residence through her bathroom window; and/or (c) stating that he used a tool/object/"pulley" handle only to knock on the door to gain her attention to retrieve his backpack and keys; and/or (d) stating that he opened the victim's bathroom window only to apologize to her.[108]

[104] Exhibit 16, Redacted Civil Service Hearing Officer Report dated January 4, 2017, produced pursuant to the Los Angeles Times' PRA request, p. 9-11; Exhibit 6, Redacted victim Internal Affairs interview produced pursuant to the Los Angeles Times' PRA request, pp. 28-29; Exhibit 31, Redacted Witness 1 Internal Affairs interview produced pursuant to the Los Angeles Times' PRA request, pp. 84-90; Exhibit 39, Redacted Civil Service Hearing Transcript, July 26, 2017, produced pursuant to the Los Angeles Times' PRA request, pp. 181-188.

[105] Exhibit 16, Redacted Civil Service Hearing Officer Report dated January 4, 2017, produced pursuant to the Los Angeles Times' PRA request, p. 7.

[106] Ibid.

[107] Exhibit 30, Redacted Case Review Disposition for File No. IV2383392, dated August 12, 2016, produced pursuant to the Los Angeles Times' PRA request, p. 5, 7.

[108] Exhibit 16, Redacted Civil Service Hearing Officer Report dated January 4, 2017, produced pursuant to the Los Angeles Times' PRA request, p. 17; Exhibit 14, Redacted Letter of Imposition of Discharge of Caren Mandoyan, dated September 15, 2016, produced pursuant to the Los Angeles Times' PRA request, p. 4.

The Panel Memorandum states that the Panel found that "due to the conflicting explanations provided by both [the victim] and Mr. Mondoyan (sic), the above charges and any associated issues concerning false statements and dishonesty were determined to be **Unresolved**."[109]

Again, the Panel found the allegations to be unresolved because of the conflicting explanations provided by both the victim and Mandoyan. However, this allegation involves more than just a swearing contest between two witnesses. Mandoyan's statements can be compared to videos of the two incidents.

After viewing the videos, Mandoyan told Internal Affairs investigators that he used the metal object to make noises so that the victim would let him into the house to get his backpack and keys.[110] **Mandoyan denied trying to force entry to the victim's apartment**, stating "I was just trying to get her attention. I was just trying to get her attention by trying to make noise."[111] However, Mandoyan also acknowledged that he never asked to be let back in to retrieve his belongings in any of the videos from this incident.[112]

The Civil Service hearing officer and the 2016 Department's decision makers found that Mandoyan had made a series of false statements, not limited to the ones described above. The Panel Memorandum does not mention whether the Panel viewed the relevant videos. Although, the Panel found that Mandoyan's statements were summarily dismissed in favor of the victim's testimony, the 2016 Department's decision makers and the Civil Service hearing officer relied on the video evidence to conclude that Mandoyan was trying to enter the victim's apartment, and therefore, had lied when he denied it.

Moreover, the Panel Memorandum states that Mandoyan used a "metal tool/object/pulley to gain [the victim]'s attention and/or **to enter [the victim's residence]** for the purpose of retrieving his backpack and/or key . . ."[113] (Emphasis added). As such, the Panel found that Mandoyan was trying to "enter" the victim's apartment using a metal tool, thus establishing that Mandoyan had lied when he denied trying to enter the victim's apartment. The Panel's decision to change the disposition of this allegation from "Founded" to "Unresolved" seems to contradict its own findings.

[109] Exhibit 26, *Truth and Reconciliation Panel Review of IAB IV#2383392, Deputy Caren Mondoyan (sic) Matter*, dated December 27, 2018, p. 2.

[110] Exhibit 3, Redacted Caren Mandoyan's Internal Affairs interview, produced pursuant to the Los Angeles Times' PRA request, pp. 21 and 74-75.

[111] Ibid, pp. 83-84, 98.

[112] Ibid, pp. 21 and 74-75.

[113] Exhibit 26, *Truth and Reconciliation Panel Review of IAB IV#2383392, Deputy Caren Mondoyan (sic) Matter*, dated December 27, 2018, p. 3, 5.

Allegations Related to Being Named as Domestic Violence/Stalking suspect

The following allegations related to Mandoyan being named as a Domestic Violence/Stalking suspect were originally **Founded** by the Department and sustained by the Civil Service Commission: (a) being named as a Domestic Violence/Stalking suspect in an El Segundo Police Department Crime Report (#15-1659); (b) having a domestic violence restraining order filed against him; and/or (c) failing to immediately notify his immediate supervisor and/or watch commander that he was served, and named in, a domestic violence restraining order.[114]

The Panel found these allegations to be **Unresolved**. The Panel Memorandum notes that on the date of service, Mandoyan was not acting as a law enforcement official and had turned in his firearms. The Panel found that Mandoyan's confusion as to who to report the service to, whether his attorney or the Department, was understandable since at that time he had already been relieved of his duty for 12 days.[115]

With respect to Mandoyan's alleged failure to notify his supervisor of the domestic violence restraining order, the Department could not prove that Mandoyan's prior attorney had not notified his supervisors of the restraining order.[116]

Allegations Related to Stalking

The following allegations related to Mandoyan stalking the victim were originally **Founded in part and Unfounded in part** by the Civil Service Commission: (a) using the victim's home surveillance camera system without her permission or knowledge to observe her activities while she was in her home; and/or (b) listening to the victim as she engaged in sexual intercourse with another man.[117]

The Panel found these allegations to be **Unfounded**. The Panel Memorandum stated that:

> In contrast to the hearing officer's and the Department's initial findings, the [P]anel found there was no evidence Mr. Mandoyan stalked [the victim] when she visited a local restaurant or that he

[114] Exhibit 16, Redacted Civil Service Hearing Transcript, July 26, 2017, produced pursuant to the Los Angeles Times' PRA request, p. 25; Exhibit 14, Redacted Letter of Imposition of Discharge of Caren Mandoyan, dated September 15, 2016, produced pursuant to the Los Angeles Times' PRA request, p. 4.

[115] Exhibit 26, *Truth and Reconciliation Panel Review of IAB IV#2383392, Deputy Caren Mondoyan (sic) Matter*, dated December 27, 2018, p. 3.

[116] Exhibit 37, Redacted Civil Service Hearing Transcript, July 24, 2017, produced pursuant to the Los Angeles Times' PRA request, pp. 201-202.

[117] Exhibit 16, Redacted Civil Service Hearing Officer Report dated January 4, 2017, produced pursuant to the Los Angeles Times' PRA request, pp. 24-25.

> listened to [the victim] engage in a sexual relationship with another man. At the time of the incidents, Mr. Mandoyan and [the victim] resided in the same city, El Segundo. It is not without reason a happenstance encounter could occur when two people reside in such close proximity. Additionally, the hearing officer determined [the victim] consented to Mr. Mandoyan's access to her camera system which included audio capabilities. Based on the hearing officer's response to the video camera and both parties living in the same city, the [P]anel finds these violations to be "Unfounded."[118]

The Civil Service hearing officer found that Mandoyan did stalk the victim in the early morning hours of January 26, 2015. He found that Mandoyan called the victim **22 times in a row from 3:44 a.m. to 4:08 a.m.**, followed her home, and broke in through her bathroom window.[119] The hearing officer further found Mandoyan had listened in while she engaged in sexual intercourse with another man. The hearing officer made no mention in his report as to whether or not he found the evidence had proved that Mandoyan had followed the victim to an eating establishment.

The Panel did not evaluate or comment on the hearing officer's finding that the January 26, 2015 incident constituted stalking behavior.

Allegations Related to Sending Unwanted Text Messages

The following allegations related to Mandoyan being named as a Domestic Violence/Stalking suspect were **Founded** in part by the Department, but **Unfounded** in part by the Civil Service Commission: (a) generating and/or sending unwanted text messages to the victim; and/or (b) making unwanted phone calls to the victim.[120] The Panel found these allegations to be **Unfounded**.[121]

[118] Exhibit 26, *Truth and Reconciliation Panel Review of IAB IV#2383392, Deputy Caren Mondoyan (sic) Matter*, dated December 27, 2018, p. 4.

[119] Exhibit 16, Redacted Civil Service Hearing Officer Report dated January 4, 2017, produced pursuant to the Los Angeles Times' PRA request, pp. 13-14.

[120] Exhibit 16, Redacted Civil Service Hearing Officer Report dated January 4, 2017, produced pursuant to the Los Angeles Times' PRA request, pp. 23-24; Exhibit 14, Redacted Letter of Imposition of Discharge of Caren Mandoyan, dated September 15, 2016, produced pursuant to the Los Angeles Times' PRA request.

[121] Exhibit 26, *Truth and Reconciliation Panel Review of IAB IV#2383392, Deputy Caren Mondoyan (sic) Matter*, dated December 27, 2018, p. 4.

The hearing officer wrote that he found strong circumstantial evidence that Mandoyan had sent the victim 40-50 "annoying and harassing anonymous text messages."[122] However, at the Civil Service Hearing, the Department conceded that it could not sufficiently link the text messages to Mandoyan; therefore, the hearing officer made no official ruling on whether those actions were founded or unfounded.[123]As to the unwanted telephone calls, the Department had found that Mandoyan had made unwanted phone calls to the victim. The hearing officer, however, found that the victim and Mandoyan were in a "dysfunctional" relationship, and the Department did not meet its burden to prove that the phone calls to the victim were unwanted.[124]

As such, the Panel's disposition as to this allegation appears to be consistent with the hearing officer's conclusion.

New Allegations Founded By the Panel

The Panel Memorandum reflects the addition of the following new allegation, which was deemed to be Founded, and resulted in the imposition of 12 days of discipline and reinstatement of Mandoyan to full duty:

> That in violation of Department's Manual of Policy and Procedures Sections 3-01/030.05, General Behavior; and/or 3-01/030.15, Conduct Toward Others, on or about or between March 2013 and July 2015, while off duty, Subject Caren Mandoyan, who was involved in a personal/intimate relationship with [the victim], exercised poor judgment and decision making skills, when he failed to treat her in a respectful, courteous and civil manner, as evidenced by, but not limited to the following:
>
> a. entering the balcony/patio area of [the victim]'s residence without permission and repeatedly knocked on her sliding glass door, after she told him to leave; and/or,
>
> b. using and/or admitting to using a metal tool/object/"pulley" to gain [the victim]'s attention and/or to enter [the victim]'s

[122] Exhibit 16, Redacted Civil Service Hearing Officer Report dated January 4, 2017, produced pursuant to the Los Angeles Times' PRA request, p. 23.

[123] Exhibit 16, Redacted Civil Service Hearing Officer Report dated January 4, 2017, produced pursuant to the Los Angeles Times' PRA request, pp. 23-24; Exhibit 14, Redacted Letter of Imposition of Discharge of Caren Mandoyan, dated September 15, 2016, produced pursuant to the Los Angeles Times' PRA request, p. 3.

[124] Exhibit 16, Redacted Civil Service Hearing Officer Report dated January 4, 2017, produced pursuant to the Los Angeles Times' PRA request, p. 24.

residence for the purpose of retrieving his backpack and/or key; and/or,

c. opening the bathroom window of [the victim]'s residence from the outside and without permission for the purpose of apologizing, after she repeatedly told him to leave.[125]

(Emphasis added).

The underlined founded allegation is perplexing as it finds that Mandoyan had used a tool to gain entry into the victim's residence – the predicate fact necessary to establish the false statement allegation discussed above. Mandoyan did not admit to using the tool to enter the victim's residence.[126] As such, the disposition of this allegation appears to be in conflict with the findings in the Panel Memorandum.

Based on statements by the Department and the records and files in this case, in 25 days the Panel overturned decisions made after a year-long administrative process, involving hundreds of pages of interviews, documents, and other exhibits, and that had been affirmed through a five-day, heavily-contested, Civil Service Hearing. Moreover, the findings set forth in the Panel Memorandum are silent as to key pieces of evidence including videos and corroborating witness statements – see **Exhibit 2** for summary of evidence.

VII. Transcript of Mobile Telephone Call

The Department has argued in court filings that Mandoyan was "re-hired" rather than "reinstated." The Department has further argued that the County has cited no authority prohibiting Sheriff Villanueva from re-hiring a former deputy who was discharged by a prior Sheriff.[127]

Assuming that Mandoyan was "re-hired," then the Department can and should assess the totality of available evidence to determine Mandoyan's fitness for re-hire and duty. This includes information that was collected during prior investigations.

[125] Exhibit 26, *Truth and Reconciliation Panel Review of IAB IV#2383392, Deputy Caren Mondoyan (sic) Matter*, dated December 27, 2018, p. 5.

[126] Exhibit 3, Redacted Caren Mandoyan's Internal Affairs interview, produced pursuant to the Los Angeles Times' PRA request, pp. 83-84, 98.

[127] Exhibit 28, *"Respondents/Defendants Sheriff Alex Villanueva and Los Angeles County Sheriff Department's Opposition to County of Los Angeles' Application for Temporary Restraining Order and Order to Show Cause Re Preliminary Injunction,"* filed in the County of Los Angeles Superior Court Case No. 19STCP00630 on March 12, 2019.

For example, the administrative investigation file reviewed by OIG staff included a transcript of a partial telephone conversation between the victim and Mandoyan.[128] The substance of the conversation is very disturbing and corroborates many of the victim's allegations against Mandoyan. The victim has repeatedly stated that Mandoyan did not want her to go to briefings as one of the various ways Mandoyan exerted control over her life. The telephone transcript shows that Mandoyan told the victim not to go to station briefings.[129] This is significant because Mandoyan unequivocally stated in his Internal Affairs interview that he never told the victim not to attend briefings. The telephone transcript shows that Mandoyan lied to Internal Affairs on this issue.[130]

In another portion of the telephone transcript, Mandoyan makes statements such as "[i]t's gonna be real funny when you fuckin' see just how much influence I have."[131] The victim accused him of being a "Reaper."[132] She understood that to mean that he had friends that were also Reapers, who held higher positions and who had influence within the Department.[133] Mandoyan admitted he had a Reaper tattoo, but stated that it was a station tattoo and it did not mean anything.[134] Mandoyan's statements in this telephone call corroborate the victim's assertions that he threatened to use his influence in the Department as a tool of fear against her.

Mandoyan calls the victim a "cunt," accuses her of flirting with a fellow deputy, and seems agitated that the victim chose to speak to her cousin.[135] Here again, Mandoyan stated to

[128] Exhibit 4, Redacted transcript of December 11, 2013 telephone conversation, produced pursuant to the Los Angeles Times' PRA request. In Exhibit 39, Redacted Civil Service Hearing Transcript, July 26, 2017, produced pursuant to the Los Angeles Times' PRA request, p. 142, lines 16-25, the victim states she made the audio recording on or around December 11, 2013.

[129] Exhibit 4, Redacted transcript of December 11, 2013 telephone conversation, pp. 3 and 7, produced pursuant to the Los Angeles Times' PRA request.

[130] Exhibit 3, Redacted Caren Mandoyan's Internal Affairs interview, produced pursuant to the Los Angeles Times' PRA request, pp. 7, and 90-91.

[131] Exhibit 4, Redacted transcript of December 11, 2013 telephone conversation, produced pursuant to the Los Angeles Times' PRA request, pp. 2, and 3-6.

[132] Exhibit 4, Redacted transcript of December 11, 2013 telephone conversation, produced pursuant to the Los Angeles Times's PRA request, p. 4; see also, *Deputy reinstated by Sheriff Villanueva admitted to having tattoo linked to secret society*, Maya Lau, Matt Stiles, Los Angeles Times, Home Edition, March 29, 2019, Part A; Pg. 1. https://www.latimes.com/local/lanow/la-me-sheriff-mandoyan-tattoo-20190328-story.html.

[133] Exhibit 39, Redacted Civil Service Hearing Transcript, July 26, 2017, produced pursuant to the Los Angeles Times' PRA request p. 79, lines 8-19.

[134] Exhibit 3, Redacted Caren Mandoyan's Internal Affairs interview, produced pursuant to the Los Angeles Times' PRA request, pp. 92-93.

[135] Exhibit 4, Redacted transcript of December 11, 2013 telephone conversation, produced pursuant to the Los Angeles Times' PRA request, pp. 1, 3 and 5.

Internal Affairs that he never told the victim not to speak with her cousin.[136] These statements corroborate allegations that Mandoyan was jealous and wanted to control the victim's interactions with others.

The telephone transcript was not considered during the administrative investigation or the Civil Service Hearing because of admissibility issues.[137] However, those admissibility issues would likely not preclude the Department from considering the telephone transcript when deciding whether to re-hire a deputy. It is undisputed that the Department was aware of this recording and had questioned Mandoyan on its contents during his interview with Internal Affairs.

It should also be noted that a lightly redacted transcript of this telephone conversation was publicly released by the Los Angeles Times pursuant to a Public Records Act request to the Civil Service Commission.[138]

Again, assuming that Mandoyan was "re-hired," the Department was in possession of now publicly available evidence that conclusively established Mandoyan's dishonesty and unfitness for the position of Deputy Sheriff.

VIII. Conclusion

This Office is aware of no case where a deputy was reinstated under similar circumstances. The Department's efforts to reinstate Mandoyan appear to have begun before his case was evaluated by the Truth and Reconciliation Panel, and the process as implemented in the Mandoyan case was accomplished in a sharply compressed timeline given the size and complexity of the record and the length of the original administrative investigation and review. The available information regarding the Truth and Reconciliation process, primarily in the form of the Panel Memorandum, strongly suggests that key pieces of evidence regarding Mandoyan's actions may not have been considered by the Sheriff and his Panel designees. The

[136] Exhibit 3, Redacted Caren Mandoyan's Internal Affairs interview, produced pursuant to the Los Angeles Times' PRA request, p. 7.

[137] https://oig.lacounty.gov/Portals/OIG/Reports/Exhibit_4.pdf?ver=2019-07-09-112958-897, Redacted transcript of December 11, 2013 telephone conversation, produced pursuant to the Los Angeles Times' PRA request. This recorded conversation was in the possession of the Department and initially made part of the administrative investigation pending a review by County lawyers. County Counsel subsequently determined that any information related to this recording should not be included in the investigation because it was made without Mandoyan's knowledge or consent. California generally prohibits the recording of a conversation by one party without the knowledge of the other party, but permits domestic violence victims to do so to collect evidence for criminal prosecution. The recording and all questions related to the recording in Mandoyan's Internal Affairs interview were subsequently redacted.

[138] Exhibit 4, Redacted transcript of December 11, 2013 telephone conversation, produced pursuant to the Los Angeles Times' PRA request.

Settlement Agreement executed to bring Mandoyan back to work lacks a signature from County Counsel. Lastly, the telephone transcript discussed above clearly establishes Mandoyan's unfitness for re-hire as a Deputy Sheriff.

The Department declined to provide some requested information to the OIG during this inquiry, ultimately attributing the refusal to pending litigation between the Board and the Department. As a result, many questions of how and why the Mandoyan case was selected for re-evaluation remain unanswered.[139] However, our review of the same documents and files purportedly reviewed by the Department in its re-evaluation of Mandoyan's discharge revealed substantial evidence in support of the conclusions reached by both the Case Review Panel and the Civil Service Commission in discharging Mandoyan.

Despite the OIG's specific request to be provided advance notice of the Truth and Reconciliation Panel's meetings in order to monitor the process and report on it, the Department proceeded with the reinstatement of Mandoyan without affording the OIG an opportunity to review the process. The OIG has since reviewed all available documentation in drafting this report; however, without full cooperation from the Department, the OIG is unable to answer the fundamental question of how and why the Department elected to reinstate, or as the Department now argues, re-hire Mandoyan.

[139] For a list of some of the questions that remain unanswered about the Truth and Reconciliation process please refer to the OIG's Letter requesting information regarding the process used to re-evaluate the Mandoyan case, dated March 5, 2019, that was sent to the Department at Exhibit 41.

CASE ANALYSIS REPORT

Attachment 2

FILED
2018 AUG 31 AM 10: 59
EMPLOYEE RELATIONS COMMISSION
COUNTY OF LOS ANGELES

LOS ANGELES COUNTY

EMPLOYEE RELATIONS COMMISSION

In the Matter of:	)	
	)	
ASSOCIATION FOR LOS ANGELES DEPUTY SHERIFFS (ALADS)	)	
	)	
Charging Party	)	UFC 010-13 & 001-17
	)	
v.	)	Hearing Officer Report
	)	
LOS ANGELES COUNTY SHERIFF'S DEPARTMENT	)	
	)	
Respondent	)	
______________________________	)	

APPEARANCES

For the Charging Party: Privacy [redacted]

For the Respondent: Privacy [redacted]

Hearing Officer: Privacy [redacted]

Hearing Dates: May 7 and 8 and June 8, 2018

Introduction

The instant unfair labor practice proceedings arise under the Los Angeles County Relations Ordinance, Chapter 5.04 of the County Administrative Code, and the Rules and Regulations of the Los Angeles County Employee Relations Commission, (ERCOM). Pursuant to the Ordinance and applicable ERCOM Rules, the undersigned was appointed to act as Hearing Officer for ERCOM regarding the unfair employee relations practice charges filed herein.

Both parties appeared and were afforded a full opportunity to present relevant evidence, call, examine and cross-examine witnesses, and argue the merits of their respective positions during hearings held on May 7 and 8, and June 8, 2018. The Hearing Officer was provided with a transcript, voluminous documents, post-hearing briefs and copies of the cases cited therein for consideration in preparing this report. The matter now stands submitted.

THE UNFAIR EMPLOYEE RELATIONS PRACTICE CHARGES

The Association for Los Angeles Deputy Sheriffs, (ALADS), filed an unfair employee practice charge against the Los Angeles County Sheriff's Department, (Department), on March 14, 2013 alleging violations of Section 12 subsections A(1), A (2) and A (3) of the Commission Rules, Case No. 010-13, and served the Department that same date. On August 22, 2017 the Department filed a Motion for Bill of Particulars stating that it had been served with a Notice of Hearing on August 17, 2017. At this time another Hearing Officer was assigned to Case No. 010-13. The

Motion for this Bill of Particulars was denied at the hearing and a verbal answer was filed during the hearing.[1]

The Association for Los Angeles Deputy Sheriffs, (ALADS), filed another unfair employee practice charge against the Los Angeles County Sheriff's Department, (Department), on January 26, 2017 alleging violations of Section 12 subsections A(1), A (2) and A (3) of the Commission Rules, Case No. 001-17, and served the Department that same date. On July 27, 2017 ALADS filed a First Amended Charge in Case No. 001-17 and served the Department the same date. On August 18, 2017 the Department filed an Answer and Motion to Dismiss the First Amended Charge in Case No. 001-17, which was denied at the hearing.

On February 14, 2018 ERCOM noticed the hearing in the consolidated cases 010-13 and 001-17 advising Respondent to file and serve an Answer. No further moving papers were filed after the February 14, 2018 Notice of Hearing in the consolidated matter issued.

FACTS

ALADS represents about 7900 deputy sheriffs employed by the Department. ALADS and the Department were parties to a Memorandum of Agreement effective 2005 to 2008, which was extended at times to remain in effect through November 2015. In 2015 the parties executed a new Memorandum of Agreement which was effective through 2018.

[1] There is no contention that the Motion for a Bill of Particulars was filed in an untimely fashion pursuant to ERCOM Rule 6.06(b). The verbal answer stated during the hearing in response to a request from the Hearing Officer, after the Motion for a Bill of Particulars was denied, met the requirements of ERCOM Rule 6.06 (d).

A portion of the Department's Manual of Policies and Procedures is a document entitled, "Guidelines for Discipline", (Guidelines). The Guidelines set forth the discipline process as well as the recommended range of discipline for particular offenses. Not every potential employee conduct which might result in disciplinary action is listed. The ranges of recommended discipline are known as the "Bail Schedule". The Guidelines are a supervisory tool utilized for direction as to which behaviors should be considered for discipline as well as the level of discipline to be imposed. The Guidelines also to provide information to Department employees. It is unclear when the Guidelines and the Bail Schedule came into existence and whether or not the Guidelines was ever the subject of bargaining between the parties.

On January 14, 2013 Lieutenant [redacted] sent a letter to [redacted] then Executive Director of ALADS, advising him of planned changes to the Guidelines. [redacted] states in the letter that the changes are in response to recommendations from the Citizens Commission on Jail Violence, (CCJV), and attaches a list of changes in the range of proposed discipline for six types of conduct. Each proposed change either increased the discipline deemed appropriate for the offense and/or listed a new behavior that could constitute a violation. The Department introduced an email from Lt. [redacted] to a variety of internal Department personnel dated January 30, 2013 stating that ALADS accepted the language in the policy per [redacted] [redacted] never indicated in writing that ALADS accepted the proposed language.

On February 11, 2013 a Notice of Demand regarding the changes to the Guidelines was sent by [redacted] to the [redacted] to cease and desist implementing the proposed changes until the parties have met. On February 11, 2013 [redacted] also sent a letter to [redacted] clarifying and changing some of the modifications in the Guidelines which were made based on the CCJV recommendations. On February 14, 2013 [redacted] sent [redacted] a letter stating that based upon their January 30, 2013 conversation at which time [redacted] stated that ALADS had no objection to the changes, the Department was moving forward with implementation, but the Department was willing to meet with ALADS to discuss the practical consequences of the changes. Neither [redacted] nor [redacted] testified. The changes implemented in 2013 to the Guidelines are the subject of the first unfair employee relations practice charge, Case No. 010-13.

On September 8, 2016, another round of changes to the Guidelines was sent to [redacted], the current Executive Director of ALADS. This set of changes was the product of both a group of lieutenants' recommendations and the input of Undersheriff [redacted]. The cover letter for this revision of the Guidelines offered to meet with ALADS to 'discuss the effects of these changes'. On September 13, 2016 ALADS sent the Department a Notice of Demand to cease and desist implementing this set of revisions and to meet and confer on the subject.

The 2016 revisions to the Guidelines were more expansive than those made in 2013. The more concerning revisions from ALADS perspective are listed in Appendix A.

On November 29, 2016 representatives of ALADS and the Department met in response to the cease and desist letter. IAB Captain [redacted] [redacted] and two other Department employees attended the meeting as well as [redacted] [redacted] ALADS Labor Relations Specialist, ([redacted] and some ALADS members. [redacted] and [redacted] were the primary speakers for the parties at this meeting for about three hours discussing the Guidelines. At about 1:25 PM the Department called for a caucus. After five minutes of caucusing, the Department returned and [redacted] stated that the Department was not present to negotiate the changes in the Guidelines because the Department believed the changes were a management right. [redacted] further stated that the Department was still ready and willing to discuss the impact of the changes. [redacted] confirmed [redacted] stated position. ALADS representatives then requested a caucus and returned to request an end to the meeting as the Department was refusing to negotiate.

ALADS reviewed its records of discipline imposed on bargaining unit members from January 2013 to May 2018. Of the 638 files reviewed, only 18 matters resulted in deputy discipline falling outside of the ranges set forth in the Guidelines. After the close of hearing, the Department did its own research on discipline imposed during this timeframe and found more instances of discipline imposed outside of the ranges set forth in the Guidelines than reported by ALADS. The testimony regarding the practical effect of the changes in the Guidelines presents the only facts disputed by the parties. The testimony of the results of both investigatory efforts was hearsay, may not have been comprehensive, and may not have matched the conduct categories which are the subject of the charges. The research methods

clearly did not cover the same base information nor can the reliability of the statistics be assessed.

ANALYSIS AND DISCUSSION

The Department bases its contention that no obligation to bargain exists of changes to the Guidelines on Los Angeles County Code Section 5.04.080, County Rights (emphasis added), which states:

- It is the exclusive right of the county to determine the mission of each of its constituent departments, boards and commissions, set standards of services to be offered to the public, and exercise control and discretion over its organization and operations. **It is also the exclusive right of the county to direct its employees, take disciplinary action for proper cause,** relieve its employees from duty because of lack of work or for other legitimate reasons, and determine the methods, means and personnel by which the county's operations are to be conducted; **provided, however, that the exercise of such rights does not preclude employees or their representatives from conferring or raising grievances about the practical consequences that decisions on these matters may have on wages, hours and other terms and conditions of employment**. (Ord. 9646 § 5, 1968.)

and Section 5.04.090 Consultation and Negotiation – Scope (emphasis added), which states:

A. **All matters affecting employee relations, including those that are not subject to negotiations, are subject to consultation** between management representatives and the duly authorized representatives of affected employee organizations. Every reasonable effort shall be made to have such consultation prior to effecting basic changes in any rule or procedure affecting employee relations.

B. **The scope of negotiation** between management representatives and the representatives of certified employee **organizations includes wages, hours, and other terms and conditions of employment** within the employee representation unit.

C. Negotiation shall not be required on any subject preempted by federal or state law, or by County Charter, **nor shall negotiation be required on employee or employer rights** as defined in Sections 5.04.070 [Employee rights] and 5.04.080 [County rights] of this chapter.

In this regard the Department contends that negotiation and meet-and-confer are two separate and distinct concepts, the first of which does not apply in this matter. In 1968 the state enacted the Meyer-Milias-Brown Act (MMBA) (Gov. Code, §§ 3500-3510), which authorized public employees to bargain with governmental entities and encouraged the entities to negotiate and consult with its employees. *American Federation of State, County and Municipal Employees v. County of Los Angeles,* (1975) 40 Cal.App.3d 356, 358, quoting the same Ordinance Sections relied upon by the Department in its contention that the Guidelines are not negotiable,notes:

> The rights of preemption stated in ERO originate in the legislative policy stated in the opening section of MMBA, to wit, section 3500 of the Government Code, which states in pertinent part: "... Nothing contained herein shall be deemed to supersede the provisions of existing state law and the charters, ordinances and rules of local public agencies which establish and regulate a merit or civil service system or which provide for other methods of administering employer-employee relations nor is it intended that this chapter be binding upon those public agencies which provide procedures for the administration of employer-employee relations in accordance with the provisions of this chapter.

In that case the issue in dispute was the reclassification of employees, which is specifically set aside for the Civil Service Commission's rulemaking in Section 34 of the charter.[2] The changes in disciplinary procedure and penalty ranges for discipline presented here is not preempted as a specific management right in any code, ordinance or other statutory provision.

The Department is correct that the Ordinance requires management representatives to consult with the representatives of employee organization on rule or procedure changes with regard to the practical consequences such decisions have on the workplace. But the obligation to consult

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[2] "The [Civil Service] Commission shall prescribe, amend and enforce rules for the classified service, which shall have the force and effect of law .... "The rules shall provide:
"(1) For the classification of all positions in the classified service ...."

does not carve out an exemption from the scope of topics which are mandatory subjects of bargaining – *wages, hours and other terms and conditions of employment*, as defined in LACC Section 5.04.090 (B). 'Terms and conditions of employment' logically and reasonably includes disciplinary procedures and penalties to be imposed. No exemption from 'terms and conditions' for disciplinary procedures and penalties for discipline for purposes of negotiation is set forth in the LACC.

Certainly, an employee would consider a rule requiring discharge for a single absence, whether authorized or unexcused, as a *term and condition of employment*. While none of the changes proposed in 2013 or 2016 are that serious in nature, they are not *de minimus* using any method of evaluation. Some examples are:

Failure to report use of force changed from 5 – 25 days suspension to (2013):
 15-30 Days for the first offense
 Discharge for the second offense

Inappropriate involvement in off-duty neighborhood/ business dispute
 Changed from Written reprimand – 3-day suspension to (2016):
 Written reprimand – 10-day suspension

Deceitful business transactions
 Changed from 5 – 15-day suspension to (2016):
 5-day suspension – discharge

And new behaviors were introduced such as:

Violating the Inmate Anti-Retaliation Policy (2013). 5 days – discharge
Off duty driving under the influence and/or control of a firearm(2016).
 20 -25 days suspension
Off duty driving under the influence with BAC of .16 or higher and possession and/or control of a firearm(2016)
 25 days - discharge

Other cases in which ERCOM found 'rule' changes potentially impacted bargaining unit employee wages, hours and terms and conditions of employment and were not pre-empted management rights include: ALADS v. County of LA Sheriff's Department UFC 043-13; UFC 014-15 unilateral change of application of Civil Service Rule 18.01 to apply to misdemeanors; Coalition of County Unions, et al v. County of LA Chief Administrative Office, UFC 60.23 & 6.253 unilateral implantation of drug testing policy; Los Angeles County Professional Peace Officer's Association v Los Angeles County Sheriff's Department UFC 9.7, unilateral change of pay policy for Olympics duty.

The disciplinary process and penalty changes unilaterally implemented by the Department have a 'real and observable effect on terms and conditions of employment'. If "whether discipline should be imposed following a positive test result and the degree thereof are matters inextricably related to terms and conditions of employment and thus subject to mandatory negotiations under the Ordinance", [Coalition of County Unions, et al v. County of LA Chief Administrative Office, UFC 60.23 & 6.253], then certainly the broad spectrum of changes implemented in 2013 and 2016 disciplinary procedure and penalty ranges are likewise the subject of mandatory negotiations under the Ordinance.

The 2013 and 2016 implemented changes in the Guidelines are wages, hours and terms and conditions of employment as defined by LACC Section 5.04.090 (B). As such they are a mandatory subject of bargaining and the Department may not unilaterally impose changes to the Guidelines.

The Department's contention that ALADS waived its rights to negotiate or meet and confer about the 2013 proposed changes is contradicted by the evidence. We do not know what, if anything, [redacted] verbally conveyed to [redacted] about the proposed changes inasmuch as he did not testify as to the alleged statement, [redacted] did not testify as to the alleged statements, and the supposed waiver was never confirmed in writing to ALADS until after ALADS sent a cease and desist letter. Even if [redacted] did tell [redacted] on January 30, 2013 that he had no objection to the changes, he was permitted to change his position before the changes where implemented on February 11, 2013. No waiver of rights occurred in 2013.

Finally the competing hearsay presented by the parties regarding the impact of the changes in terms of the percentage of cases in which Department supervisors/managers felt justified in imposing discipline outside the Guideline ranges, is of no consequence to whether or not the Guidelines are a subject of negotiation.

CONCLUSIONS

1. The undisputed facts disclose that the Department unilaterally changed the Guidelines for Discipline in both 2013 and 2016.

2. The discipline process and penalties set forth in the Guidelines for Discipline are within the scope of negotiation between the Department and ALADS as set forth in Los Angeles County Code Section 5.04.090 (B) and they are not exempted from this Code Section by any other statutory language.

3. Disciplinary procedures and penalties as set forth in the Guidelines for Discipline are not included in Los Angeles County Code Section 5.04.080's management rights "to take disciplinary action for proper cause".

4. The 2013 and 2016 modifications to Guidelines for Discipline are not *de minimus* in scope.

5. ALADS did not waive its right to negotiate over the 2013 proposed changes to the Guidelines for Discipline.

RECOMMENDATIONS

The duly appointed Hearing Officer recommends that the Employee Relations Commission find that Respondent, County of Los Angeles Sheriff's Department, violated Section 12 subsections A(1), A (2) and A (3) of the Commission Rules in 2013 and 2016 by unilaterally implementing changes in the Guidelines for Discipline.

The Hearing Officer further recommends that the Employee Relations Commission adopt the following orders:

1. Respondent rescind the changes to the 2013 and 2016 Guidelines for Discipline.
2. Respondent meet and confer with ALADS over the 2013 and 2016 'proposed' changes to the Policy Changes without limit to the practical consequences of such changes.

3. Respondent conform any discipline imposed under the 2013 and 2016 changed disciplinary standards to the maximum recommended discipline set forth in the Guidelines in place prior to the 2013 changes and make affected employees whole.
4. Respondent change all employee electronic and paper records to reflect the corrected levels of discipline.
5. Respondent shall post notices including on the Department email system of ERCOM's decision.

Respectfully submitted in Los Angeles, California this 31st day of August, 2018.

Privacy [redacted]

Hearing Officer

APPENDIX A

ALADS list of important changes to Guidelines in 2016:

- Mandating more serious levels of discipline for non-progressive discipline cases.
- Adding a prohibition unacceptable off-the-job conduct that impacted the Department's "reputation".
- Adding "public trust" as a factor in determining whether discipline is appropriate.
- Limiting the type and ultimately the number of cases eligible for Predisposition Settlement Agreements (PDSA), a system used as an alternative to a full investigation.
- Adding the Constitutional Policing Advisor to the list of individuals who must be consulted with before entering a PDSA.
- Mandating the inclusion of specific information, including lesser charges, into the text of written reprimands.
- Stating that the Department's responsibility in conducting investigations would be to gather information "to the best extent possible".
- Requiring the consideration of "harm to public trust," a term the Guidelines do not define, before making a disciplinary decision.
- Adding a manager, the Constitutional Policing Advisor, and the Case Review Panel to the disciplinary process.
- Limiting Education Based Discipline (EBD) to suspensions of ten or less days.
- Requiring the recording of the original number of intended days of discipline, as opposed to days actually issued.
- Removing the requirement that the Department offer EBD to its employees, and instead leaving it within the discretion of the unit commander.
- Prohibiting EBD for second and subsequent violations.
- No longer issuing letters of intent to discipline.
- Addition of levels of discipline with presumptive punishment ranges.
- Addition of the concept of "Aggravating and Mitigating Factors" to the disciplinary rules.
- Noting that the Guidelines are not "all inclusive".
- Making 45 changes to the Bail Schedule, all of which increased the punishment for ALADS' members by adjusting the punishment range on the high end, on the low end, or limited the punishment to discharge.
- The addition of presumptive penalties included in the bail schedule as a range.

PROOF OF SERVICE BY ELECTRONIC MAIL ONLY

STATE OF CALIFORNIA, COUNTY OF LOS ANGELES

I am a resident of the aforesaid county; I am over the age of eighteen years and not a party to the within entitled action; my business address is 500 W. Temple Street, 374 Hall of Administration, Los Angeles, CA 90012.

On September 4, 2018, I served the within HEARING OFFICER'S REPORT in the matter of UFC 010-13 & 001-17 on the interested parties in said action, by electronic transmission. The electronic transmission report indicated that the transmission was complete and without error. Service was completed as follows:

[redacted] Email: [redacted]	[redacted] Commander Los Angeles County Sheriff's Dept. Email: [redacted]
[redacted] Email: [redacted]	[redacted] Captain Los Angeles County Sheriff's Dept. Email: [redacted]
[redacted] Email: [redacted]	[redacted] Advocacy Unit-LASD Email: [redacted]

Executed on September 4, 2018 at Los Angeles, California. I declare under penalty of perjury, under the laws of the State of California that the foregoing is true and correct.

[redacted]

CASE ANALYSIS REPORT

Attachment 3

3-01/060.10 PERSONNEL INCIDENT INVESTIGATIONS

Incident investigations applicable to all members of the Department shall be conducted in an impartial and objective manner. The purpose is to disclose and report all facts relevant to the matter, whether or not such facts may be favorable or unfavorable to the individual concerned.

Fact-finding committee members, Internal Affairs Bureau investigators and Unit supervisors act as the direct representative of the Sheriff when they are assigned to investigate incident reports.

Fellow employees of a member under investigation are to be cooperative and impartial when asked for information concerning the incident under investigation.

The employee under investigation shall be informed of the final results of the investigation.

The following requirements from Sections 3300-3311, Government Code (Public Safety Officers Procedural Bill of Rights), shall apply only to full-time Deputy personnel of the Department:

- except as otherwise provided by law, or whenever on duty or in uniform, no public safety officers shall be prohibited from engaging, or be coerced or required to engage, in political activity;
- when any public safety officer is under investigation and subjected to interrogation by his commanding officer, or any other member of the employing public safety department, which could lead to punitive action, such interrogation shall be conducted under the following conditions (Punitive action is defined as any action which may lead to dismissal, demotion, suspension, reduction in salary, written reprimand, or transfer for purposes of punishment):
    - the interrogation shall be conducted at a reasonable hour, preferably at a time when the public safety officer is on duty, or during the normal waking hours for the public. If such interrogation does occur during off-duty time of the public safety officer being interrogated, the public safety officer shall be compensated for such off-duty time in accordance with regular department procedures, and the public safety officer shall not be released from employment for any work missed, safety officer, unless the seriousness of the investigation requires otherwise;
    - the public safety officer under investigation shall be informed prior to such interrogation of the rank, name, and command of the officer in charge of the interrogation, the interrogating officers, and all other persons to be present during the interrogation. All questions directed to the public safety officer under interrogation shall be asked by and through no more than two interrogators at one time. The public safety officer under investigation shall be informed of the nature of the investigation prior to any interrogation;
    - the interrogating session shall be for a reasonable period, taking into consideration the gravity and complexity of the issue being investigated. The person under interrogation shall be allowed to attend to his own personal physical necessities. The public safety officer under interrogation shall not be subjected to offensive language or threatened with punitive action, except that an officer refusing to

respond to questions or submit to interrogations shall be informed that failure to answer questions directly related to the investigation or interrogation may result in punitive action. No promise of reward shall be made as an inducement to answering any question. The employer shall not cause the public safety officer under interrogation to be subjected to visits by the press or news media without his express consent, nor shall his home address or photograph be given to the press or news media without his express consent; and

- the complete interrogation of a public safety officer may be recorded. If a tape recording is made of the interrogation, the public safety officer shall have access to the tape if any further proceedings are contemplated or prior to any further interrogation at a subsequent time. The public safety officer shall be entitled to a transcribed copy of any notes made by a stenographer or to any reports or complaints made by investigators or other persons, except those which are deemed by the investigating agency to be confidential. No notes or reports which are deemed to be confidential may be entered in the officer's personnel file. The public safety officer being interrogated shall have the right to bring his own recording device and record any and all aspects of the interrogation. If prior to or during the interrogation of the public safety officer it is deemed that he may be charged with a criminal offense, he shall be immediately informed of his constitutional rights. Upon the filing of a formal written statement of charges or whenever an interrogation focuses on matters which are likely to result in punitive action against any public safety officer, that officer, at his request, shall have the right to be represented by a representative of his choice who may be present at all times during such interrogation. The representative shall not be a person subject to the same investigation;

- this section shall not apply to any interrogation of a public safety officer in the normal course of duty, counseling, instruction or informal verbal admonishment by, or other routine or unplanned contact with, a supervisor or any other public safety officer, nor shall this section apply to an investigation concerned solely and directly with alleged criminal activities;
- no public safety officer shall be loaned or temporarily reassigned to a location or duty assignment if a sworn member of his department would not normally be sent to that location or would not normally be given that duty assignment under similar circumstances;
- no public safety officer shall be subjected to punitive action or denied promotion or be threatened with any such treatment, because of the lawful exercise of the rights granted under this legislation, or the exercise of any rights under any existing administrative grievance procedures;
- nothing in the above paragraph shall preclude a head of an agency from ordering a public safety officer to cooperate with other agencies involved in criminal investigations. If an officer fails to comply with such an order, the agency may officially charge him with insubordination. No punitive action, nor denial of promotion on grounds other than merit, shall be undertaken by any public agency without providing the public safety officer with an opportunity for administrative appeal;
- no public safety officer shall have any comment, adverse to his interest, entered in his personnel file, or any other file used for any personnel purposes by his employer, without the public safety officer having first read and signed the instrument containing the adverse comment indicating he is aware of such comment, except that such entry may be made if, after reading such instrument, the public safety officer refuses to sign it. Should a public safety officer refuse to sign, that fact shall be noted on that document and signed or initialed by such officer;

- a public safety officer shall have 30 days within which to file a written response to any adverse comment entered in his personnel file. Such written response shall be attached to, and shall accompany, the adverse comment;
- no public safety officer shall be compelled to submit to a polygraph examination against his will. No disciplinary action or other recrimination shall be taken against a public safety officer refusing to submit to a polygraph examination, nor shall any comment be entered anywhere in the investigator's notes or anywhere else that the public safety officer refused to take a polygraph examination, nor shall any testimony or evidence be admissible at a subsequent hearing, trial, or proceeding, judicial or administrative, to the effect that the public safety officer refused to take a polygraph examination;
- no public safety officer shall be required or requested for purposes of job assignment or other personnel action to disclose any item of his property, income, assets, source of income, debts, or personal or domestic expenditures (including those of any member of his family or household) unless such information is obtained or required under state law or proper legal procedure, tends to indicate a conflict of interest with respect to the performance of his official duties, or is necessary for the employing agency to ascertain the desirability of assigning the public safety officer to a specialized Unit in which there is a strong possibility that bribes or other improper inducements may be offered;
- no public safety officer shall have his locker or other space for storage that may be assigned to him searched except in his presence, or with his consent, or unless a valid search warrant has been obtained or where he has been notified that a search will be conducted. This shall apply only to lockers or other space for storage that are owned or leased by the employing agency. Any public agency which has adopted, through action of its governing body or its official designee, any procedure which at a minimum provides to peace officers the same rights or protection as provided pursuant to this legislation shall not be subject to this legislation with regard to such a procedure; and
- nothing in this legislation shall in any way be construed to limit the use of any public safety agency or any public safety officer in the fulfilling of mutual aid agreements with other jurisdictions or agencies, nor shall this be construed in any way to limit any jurisdictional or interagency cooperation under any circumstances where such activity is deemed necessary or desirable by the jurisdictions or the agencies involved.

Refer to Volume 3, Chapter 4, "Service Reviews, Public Complaint Process and Personnel Investigations" for procedures specific to this topic.

Revised 12/12/13
04/01/96 MPP

CASE ANALYSIS REPORT

Attachment 4

Los Angeles County

Office of Inspector General's

FIRST STATUS REPORT:

The Los Angeles Sheriff's Department Implementation of

The Citizens' Commission on Jail Violence

Recommendations

and

MONITORING PLAN

October 21, 2014

Monitoring the Department's expansion of the Dual Track Career Path:

- Obtain additional details regarding the Department's implementation of the Dual Track Career Path.
- Evaluate structure of Dual Track promotions and track the promotion of Dual Track personnel.
- Interview Dual Track personnel to identify motivations for Dual Track participation and shifts in department values regarding custody careers.

5.5. Senior leaders must be more visible in the jails.

Status: *Implemented*

See discussion of Recommendation 4.11.

5.6. LASD must have a firm policy and practice of zero tolerance for acts of dishonesty that is clearly communicated and enforced.

Status: *Implemented*

New disciplinary guidelines were published on February 17, 2013, which enhance the penalties for dishonesty. The Department's "Quarterly Administrative Discipline Report[s]" for the first and second quarters of 2014, which provide one-sentence summaries of personnel conduct that resulted in discipline, show that in at least 14 instances, deputies were disciplined for conduct that involves some measure of dishonesty. In these instances the discipline imposed was consistent with the Department's enhanced penalties for acts of dishonesty (see Recommendation 7.7). Meaningful analysis and monitoring of the Department's disciplinary practices and adherence to its zero tolerance policy requires OIG access to personnel and disciplinary records.

Monitoring of Department's enforcement of policy on acts of dishonesty:

- Audit biannually the Department's Administrative Investigations for disciplinary referrals.
- Audit biannually Department's disciplinary records to evaluate discipline imposed.

CASE ANALYSIS REPORT

Attachment 5

Eleventh
Office of Independent Review Annual Report

Michael J. Gennaco
Chief Attorney

Robert Miller
Julie Ruhlin
Deputy Chief Attorneys

Cynthia L. Hernandez
Angelica A. Samaniego
Diana M. Teran
Bita Shasty
Walter W. Katz
Attorneys

Donna Whitfield
Todd T. Kunioka
Sylvia Newkirk Ma
Professional Staff

4900 S. Eastern Ave.
Suite 204
City of Commerce
California 90040
Telephone: 323-890-5425
Facsimile: 323-869 0715
www.laoir.com

December 2013

Case Review

As mentioned above, when allegations of policy violations have been deemed founded and the discipline recommended by the employee's Chief is a 16-30 day suspension, demotion, or discharge, the case is presented to the Case Review Board. In the past, the Case Review panel consisted of the Undersheriff and the two Assistant Sheriffs. A factual presentation of the administrative investigation was made before the panel and the Chief presented his or her recommendation and thoughts regarding the level of discipline. A representative from the Department's Advocacy Unit was present to consult on the issue of whether the level of discipline could be sustained at Civil Service, and a representative from OIR was present and was offered an opportunity to express any concerns about the investigation, the findings, or the level of recommended discipline. Under this system, the Undersheriff in particular yielded a significant amount of authority over the final decision. However, during the appeals stage of the discipline process, a Chief would occasionally reduce the discipline imposed at Case Review without first conferring with the Undersheriff or OIR prior to changing the findings or reducing the discipline. This lack of consultation produced what OIR believes were inconsistent results sometimes based on emotional sympathy for the employee, erroneous information or a misunderstanding of the facts.

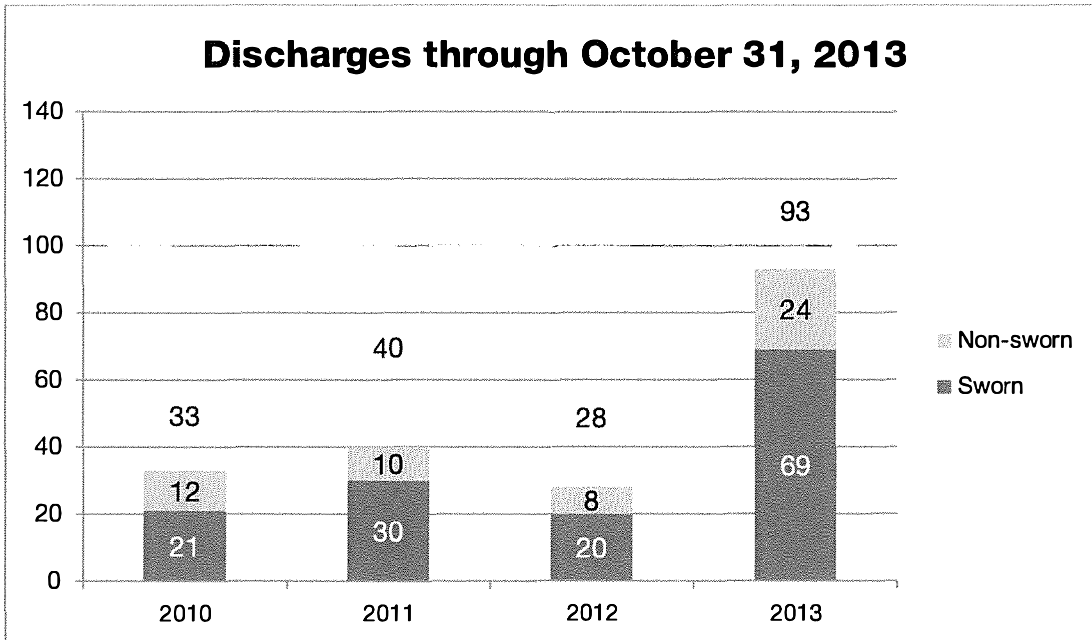
In order to increase consistency and transparency in discipline, several safeguards were instituted last year. On February 17, 2012, for instance, the Sheriff created a Case Review Board wherein three Commanders preside and act as his direct representatives. In addition to hearing the presentation of the investigation from an investigator and considering input from the OIR representative assigned to monitor the case, the board members are responsible for reading the complete investigative file in order to become thoroughly familiar with all of the evidence and must recuse themselves if they have a personal relationship with the subject employee. The Case Review Board's role is to review disciplinary recommendation made by Division Chiefs. With the concurrence of the Case Review Board, Chiefs may impose a suspension of 16 to 30 days, demote, or discharge an employee. If the board members do not unanimously concur with the Chief's recommendation, the case is presented by the Internal Investigations Division (IID) Chief to the Sheriff for final disposition. If the Case Review Board recommends a different level of discipline than the Division Chief, he or she shall consult with the IID Chief to facilitate a resolution. If a resolution is not reached, the IID Chief and the Chief will present the matter to the Sheriff for final disposition.

Under this new process, if the Chief hearing a appeal is contemplating a change in the findings or reduction in discipline, the Chief or Division Director must consult with OIR and the IID Chief. If after these consultations the Chief or Division Director is still of the opinion that the findings or discipline should be reduced, the IID Chief shall decide whether to present to a re-convened Case Review Board the reasons why a change in the findings or discipline is being contemplated or present the matter to the Sheriff for a final disposition. This system better ensures the discipline is consistent and that all individuals with knowledge of the case are present prior to any change in discipline. Moreover, it has greatly increased the integrity of the process and the consistency in discipline.

Since the Case Review Board was formed in February of 2012, it has only reconvened to listen to arguments to reduce discipline in two cases. In the first case, the Case Review Board had concurred with the Chief's recommended discipline of a 20-day suspension for Performance of Duty/Performance to Standards, False Statements, and Use of Force Reporting/Obedience to Laws violations. At the appeal hearing, the employee convinced his Chief that his actions did not amount to force and that his performance issues could be adequately addressed through training. After additional information from Training Bureau experts was presented at the rehearing, the Case Review Board concurred with the Chief's desire to find the Performance of Duty/Performance to Standards allegations were "unresolved," and the remaining allegations were "unfounded." As such, the deputy received no discipline and was instead ordered to participate in additional training. OIR did not concur with the decision to change the findings and discipline, but chose not to pursue the matter with the Sheriff given the additional evidence.

In the second case, the deputy had been discharged for an off-duty incident involving alcohol, vandalism, and belligerent conduct toward members of the public. At the rehearing, the Case Review Board was presented with additional information regarding the deputy's good character and remorsefulness for his conduct. OIR opposed the request for reduction due to the lack of any new information related to the misconduct and reminded the Board members of the deputy's failure to exhibit any remorse or take any responsibility for his conduct during his administrative interview. The Case Review Board thereafter affirmed its prior decision to discharge the deputy and the Chief accepted the decision and did not pursue the matter with the Sheriff.

In the first ten months of this year, a total of 93 employees have been discharged by the Department through the Case Review Board or ERRC process.[4] This number reflects a major increase in discipline seen over the past five years.



OIR's Role in Administrative Investigations

OIR is tasked with monitoring all administrative investigations from "cradle to grave." This means that as soon as an administrative investigation is initiated, OIR is typically informed and sometimes even consulted before the initiation of an internal affairs investigation. During the investigative process, OIR consults with the unit commander and/or the investigator to get updates on the progress of the investigation. Then, once the investigation is completed, a copy of the completed investigation including all written reports, transcriptions, photographs, diagrams, audio, video, and any other relevant evidence is provided to OIR for review. OIR reviews the investigation for thoroughness and objectivity. If OIR believes additional investigation is warranted, it will so recommend and discuss with the investigator and/or unit commander. OIR also discusses the

[4] At the Sheriff's direction, the Executive Risk Review Committee (ERRC) which is comprised of three commanders has also recently been tasked to hear cases with the potential for significant discipline. In the past, the ERRC heard Sexual Harassment, Discrimination, and other select risk/liability incidents and issues. The ERRC now also hears off-duty misconduct cases as well as other cases selected to be heard by the IID Chief. The investigations are presented to the ERRC commanders in essentially the same manner as the investigations are presented to the Case Review Board. However, unlike when a case is presented to the Case Review Board, ERRC renders the decision as to whether the case is founded, unfounded, or unresolved. If the case is deemed founded, the ERRC commanders in conjunction with the employee's unit commander and Chief or Division Director determine the appropriate level of discipline. If there is a lack of consensus regarding the findings or discipline, the matter is handled in the same manner as when there is a lack of consensus in a case presented to the Case Review Board.

CASE ANALYSIS REPORT

Attachment 6

SH-AD-32A (8/17)

COUNTY OF LOS ANGELES

SHERIFF'S DEPARTMENT

"A Tradition of Service Since 1850"

DATE: December 27, 2018

FILE NO: [redacted]

OFFICE CORRESPONDENCE

FROM: [redacted] CHIEF
CENTRAL PATROL DIVISION

TO: ALEX VILLANUEVA
SHERIFF

SUBJECT: **TRUTH AND RECONCILIATION PANEL REVIEW OF [redacted] DEPUTY CAREN MONDOYAN MATTER**

[redacted]

DEPUTY CARL MONDOYAN [redacted]

December 27, 2018

[redacted]

DEPUTY CARL MONDOYAN December 27, 2018
[redacted]

[redacted]

DEPUTY CARL MONDOYAN

December 27, 2018

[redacted]

[redacted]

CAREN MANDOYAN, [redacted]
DEPUTY SHERIFF
REVISED CHARGES 12/21/2018

The evidence developed in this investigation **supports** the following:

[redacted]

The evidence in this investigations is **does not support** the following and is therefore **Unresolved**:

[redacted]

CAREN MANDOYAN, [redacted]
DEPUTY SHERIFF
REVISED CHARGES 12/21/2018

[redacted]

CAREN MANDOYAN, [redacted]
DEPUTY SHERIFF
REVISED CHARGES 12/21/2018

[redacted]

The evidence in this investigations is **does not support** the following and is therefore **Unfounded**:

[redacted]

CAREN MANDOYAN, [redacted]
DEPUTY SHERIFF
REVISED CHARGES 12/21/2018

[redacted]

SETTLEMENT AGREEMENT

PRELIMINARY STATEMENT

This Agreement is entered into between the Los Angeles County Sheriff's Department (hereinafter referred to as "Department") and Deputy Carl Mandoyan, Employee No. [redacted] (hereinafter referred to as "Deputy Mandoyan").

RECITALS

The Department and Deputy Mandoyan are interested parties in a dispute and desire to settle any and all matters involving Internal Affairs Bureau's Investigation No. [redacted] and under Civil Service No. [redacted] The parties desire to resolve all disputes arising as the result of that investigation, the Civil Service matter, and to avoid litigation and any and all administrative processes upon the terms and conditions hereinafter set forth.

NOW AND THEREFORE, the Department and Deputy Mandoyan for and in consideration of the mutual covenants herein, agree as follows:

[redacted]

[redacted]

[redacted]

[redacted]

I have read the foregoing Settlement Agreement, and I accept and agree to the Provisions contained therein and hereby execute it voluntarily and with full understanding of its consequences.

[redacted] 12-28-18

DEPUTY CARL MANDOYAN, NO. [redacted] Date

For the Department:

[redacted] 12/28/18

[redacted] CHIEF Date
CENTRAL PATROL DIVISION

CASE ANALYSIS REPORT

Attachment 7

Privacy

[redacted]

Privacy

[redacted]

Privacy

[redacted]

Privacy

[redacted]

Privacy

[redacted]

CASE ANALYSIS REPORT

Attachment 8

Privacy

[redacted]

Privacy

[redacted]

Privacy

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Privacy

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Privacy

[redacted]

CASE ANALYSIS REPORT

Attachment 9

LOS ANGELES COUNTY DISTRICT ATTORNEY
CHARGE EVALUATION WORKSHEET

[redacted]	AGENCY NAME: EL SEGUNDO PD	DA CASE NO. [redacted]	DATE 09/08/2015
	AGENCY FILE NO. (DR OR URN) [redacted]	DA OFFICE CODE [redacted]	VICTIM ASSISTANCE REFERRAL ☐ YES – NOTIFY VWAP ☐ NO

SUSP	SUSPECT	CHARGES: CODE	SECTION	OFFENSE DATE	REASON CODE
1	NAME (LAST, FIRST MIDDLE)) MANDOYAN, CAREN	PC	[redacted]	09/01/2014	B
	DOB [redacted] / X (M/F) [redacted] / BOOKING NO. / [redacted]				
	___ Gang Member Name of Gang	___ Victim Gang Member Name of Gang:			
	Victim Name:	Victim DOB:			
2	NAME (LAST, FIRST MIDDLE))				
	DOB / SEX (M/F) / BOOKING NO. / VIP – Yes – No				
	Gang Member Name of Gang	___ Victim Gang Member Name of Gang:			
	Victim Name:	Victim DOB:			
3	NAME (LAST, FIRST MIDDLE))				
	DOB / SEX (M/F) / BOOKING NO. / VIP – Yes – No				
	Gang Member Name of Gang	___ Victim Gang Member Name of Gang:			
	Victim Name:	Victim DOB:			

Comments

On 7/14/15 the victim/ex GF reported that the suspect/ex BF got angry on 9/1/14 and grabbed her by the back of her neck and pushed her face down on the couch. He then ripped her jeans off of her body, then grabbed her by her neck with one hand squeezing her neck for about 15 to 30 seconds. She was able to fight him off and get away. She has provided photos of minor injuries (bruises/redness) to her neck and back of her arm that she states were caused by him during the described assault and the pictures taken by her after the assault. No witness to assault and 10 and /2 month delayed reporting. Victim provided video she took of him on two occasions trying to get into house. She saw him, told him to go away and that she was videotaping him and he left. No evidence regarding a felonious intent or theft intent. Both are sworn law enforcement and case was reviewed by [redacted] and referred to me. Insufficient evidence to prove BRD. Internal affairs continues to investigate.

COMPLAINT DEPUTY (print) [redacted] REVIEWING DEPUTY (SIGNATURE)

I have conveyed all relevant info [redacted] ration of a filing decision.

FILING OFFICER (PRINT) [redacted] ________ FILING OFFICER (SIGNATURE) ________ SERIAL # [redacted] ______

DEPARTMENT OF JUSTICE REASON CODES (FORM 8715)

A. Lack of Corpus
B. Lack of Sufficient Evidence
C. Inadmissible Search/Seizure
D. Victim Unavailable/Declines To Testify
E. Witness Unavailable/Declines to Testify
F. Combined with Other Counts/Cases
G. Interest of Justice
H. Other (Indicate the reason in Comments section)
I. Referred to Non-California Jurisdiction
J. Deferred for Revocation of Parole
K. Further Investigation
L. Prosecutor Prefiling Deferral

DISTRICT ATTORNEY'S REASON CODES

M. Probation Violation filed in lieu of
N. Referred to City Attorney for Misdemeanor Consideration

LAST NAME: MANDOYAN
FIRST NAME: CAREN
DA CASE NUMBER: [redacted]

CASE ANALYSIS REPORT

Attachment 10

OFFICE OF THE SHERIFF

COUNTY OF LOS ANGELES

HALL OF JUSTICE

JIM MCDONNELL, SHERIFF

September 15, 2016

Deputy Caren C. Mandoyan, [redacted] [redacted]
[redacted]

Dear Deputy Mandoyan:

[redacted]

211 WEST TEMPLE STREET, LOS ANGELES, CALIFORNIA 90012

Privacy [redacted]

67

Privacy [redacted]

[redacted]

Additional facts for this decision are set forth in the Disposition Worksheet, Investigative Summary and Investigative Packet which are incorporated herein by reference.

In taking this disciplinary action, your record with this Department has been considered, and a thorough review of this incident has been made by Department executives, including your Unit and Division Commanders.

You may appeal the Department's action in this matter pursuant to Rules 4.02, 4.05 and 18.02 of the Civil Service Rules.

You may, if you so desire, within fifteen (15) business days from the date of service of this notice of discharge, request a hearing on these charges before the Los Angeles County Civil Service Commission, 500 W. Temple Street, Room 522, Los Angeles, California 90012.

The Sheriff's Department reserves the right to amend and/or add to this letter.

Sincerely,

JIM McDONNELL, SHERIFF

[redacted], CHIEF
CENTRAL PATROL DIVISION

Note: Attached for your convenience are excerpts of the applicable areas of the Manual of Policy and Procedures and Civil Service Rules.

[redacted]

cc: Advocacy Unit
Chief [redacted] Central Patrol Division
[redacted], Captain, South Los Angeles Station
Internal Affairs Bureau
[redacted], Captain, Personnel Administration
[redacted] Pay and Leave Management

CASE ANALYSIS REPORT

Attachment 11

COUNTY OF LOS ANGELES
OFFICE OF INSPECTOR GENERAL

312 SOUTH HILL STREET, THIRD FLOOR
LOS ANGELES, CALIFORNIA 90013
(213) 974-6100
[illegible]

Privacy
INSPECTOR GENERAL

HAND DELIVER

December 4, 2018

Alex Villanueva
Sheriff, County of Los Angeles
211 West Temple Street, 8th floor
Los Angeles, CA 90012

Dear Sheriff Villanueva:

Congratulations on your election as Sheriff of Los Angeles County. What a challenging undertaking you have before you. If I can be of any assistance to you please do not hesitate to call on me. I am looking forward to an amiable and productive relationship.

At your swearing-in ceremony I was pleased to hear your emphasis on transparency and community policing. I agree that the best way to form policy is by engaging the public and deputies together to find what will benefit both. The *status quo* has given us a discipline system that often fails due to understaffing, a lack of transparency that leads to distrust between the public and deputies, and paralysis that has led to fifty years of growing influence by secret societies. It's time for secrecy to be put behind us for the good of the police and the policed. Upcoming legal changes will make that a reality and I look forward to working with you and the Civilian Oversight Commission to make the transition a smooth one.

I have heard and read media reports that you have many ideas for changes to the Department's policies, procedures and practices. During your transition and going forward, I request that you provide the Office of Inspector General the text of proposed changes, additions or deletions to Department policies, practices or procedures at the time such proposals are submitted to whatever approval process you put in place. I would also appreciate receiving approved policy, practice and procedure changes, additions and deletions at the time those changes are communicated to your command staff.

Also, if the media accounts are correct regarding your intention to form a truth and reconciliation committee to meet and review prior disciplinary actions of the Department, I request that you advise me of the committee's members and provide me advance notice of the committee's meetings so that my office may monitor the process and report on it.

The Honorable Board of Supervisors
12/26/2017
Page 2

Best wishes for every success in the task ahead of you.

[redacted]
Inspector General

c: Board of Supervisors
Sheriff's Civilian Oversight Commission
[redacted] Chief Executive Officer
[redacted], County Counsel
[redacted] Executive Officer

CASE ANALYSIS REPORT

Attachment 12

COUNTY OF LOS ANGELES

SHERIFF'S DEPARTMENT

"A Tradition of Service Since 1850"

DATE: January 17, 2019
FILE No. [redacted]
CSC No. [redacted]

[redacted]E CORRESPONDENCE

FROM: [redacted], LIEUTENANT
ADVOCACY UNIT

TO: [redacted] CAPTAIN
INTERNAL AFFAIRS BUREAU

SUBJECT: **CAREN C. MANDOYAN, DEPUTY SHERIFF, EMPLOYEE NO.** [redacted]

This Amendment modifies the Settlement Agreement between the parties which was signed by Deputy Mandoyan and Chief [redacted] on December 28, 2018 (hereinafter referred to as "Settlement Agreement.") The Settlement Agreement and this Amendment resolves all issues involved under IAB No. [redacted] and Civil Service [redacted], upon the terms and conditions thereinafter set forth.

The Department and Deputy Mandoyan, for and in consideration of mutual covenants contained in the Settlement Agreement and herein, agree as follows:

[redacted]

Please make any necessary changes in your records and to PRMS to reflect the attached Amendment. If you have any questions regarding this matter, please contact me at [redacted]

[redacted]

Attachments

COPY

AMENDMENT TO SETTLEMENT AGREEMENT

This Amendment to a Settlement Agreement (hereinafter, "Amendment") is entered into between the Los Angeles County Sheriff's Department, (hereinafter referred to as "Department"), and Caren Mandoyan, Employee Number [redacted] (hereinafter referred to as "Deputy Mandoyan").

This Amendment modifies the Settlement Agreement between the parties which was signed by Deputy Mandoyan and Chief [redacted] on December 28, 2018 (hereinafter referred to as "Settlement Agreement.") The Settlement Agreement and this Amendment resolves all issues involved under IAB No. [redacted] and Civil Service No. [redacted] upon the terms and conditions thereinafter set forth.

Now, therefore, the Department and Deputy Mandoyan, for and in consideration of mutual covenants contained in the Settlement Agreement and herein, agree as follows:

[redacted]

I have read the foregoing Amendment to Settlement Agreement and I accept and agree to the provisions contained therein and hereby execute it voluntarily and with full understanding of its consequences. I further acknowledge that I have been afforded the opportunity to consult with legal counsel prior to signing this Amendment.

[redacted]

DEPUTY CAREN MANDOYAN, [redacted]

1/17/19

Date

For the Department:

[redacted]

[redacted] CHIEF
CENTRAL PATROL DIVISION

1/17/19

Date

COPY

SETTLEMENT AGREEMENT

PRELIMINARY STATEMENT

This Agreement is entered into between the Los Angeles County Sheriff's Department (hereinafter referred to as "Department") and Deputy Caren Mandoyan, Employee No. [redacted] (hereinafter referred to as "Deputy Mandoyan").

RECITALS

The Department and Deputy Mandoyan are interested parties in a dispute and desire to settle any and all matters involving Internal Affairs Bureau's Investigation No. [redacted] and under Civil Service No. [redacted] The parties desire to resolve all disputes arising as the result of that investigation, the Civil Service matter, and to avoid litigation and any and all administrative processes upon the terms and conditions hereinafter set forth.

NOW AND THEREFORE, the Department and Deputy Mandoyan for and in consideration of the mutual covenants herein, agree as follows:

[redacted]

SETTLEMENT AGREEMENT
DEPUTY CAREN MANDOYAN Privacy [redacted]
Page 2

Privacy [redacted]

SETTLEMENT AGREEMENT
DEPUTY CAREN MANDOYAN Privacy [redacted]
Page 3

Privacy [redacted]

SETTLEMENT AGREEMENT
DEPUTY CAREN MANDOYAN Privacy [redacted]
Page 4

Privacy [redacted]

I have read the foregoing Settlement Agreement, and I accept and agree to the Provisions contained therein and hereby execute it voluntarily and with full understanding of its consequences.

[redacted]

DEPUTY CAREN MANDOYAN, [redacted]

12-28-18
Date

[redacted]

[redacted] CHIEF
CENTRAL PATROL DIVISION

12/28/18
Date

CASE ANALYSIS REPORT

Attachment 13

BEFORE THE CIVIL SERVICE COMMISSION

OF THE COUNTY OF LOS ANGELES

[redacted], HEARING OFFICER

CERTIFIED COPY

IN THE MATTER OF THE DISCHARGE, EFFECTIVE SEPTEMBER 14, 2016, OF: CAREN MANDOYAN, FROM THE POSITION OF DEPUTY, SHERIFF'S DEPARTMENT, Appellant.	CASE NO. [redacted]

TRANSCRIPT OF PROCEEDINGS

Los Angeles, California

Wednesday, July 26, 2017

Reported by:
[redacted]
HEARING REPORTER

Q Okay. If I told you September of 2012, does that refresh your recollection?
A Yes.
Q Okay. Do you know when you got off training?
A I think it was November, December.
Q Of?
A 2012.
Q Okay. And when you began working with the Appellant, what was his reputation at West Hollywood Station?
A He had a great reputation.
Q Okay. And at some point, did the two of you become involved in a dating relationship?
A Yes.
Q And once you started dating, how would you characterize that relationship? Were you in an exclusive, committed relationship?
A Yes.
Q Okay. And when you first started dating -- you said in December of 2012?
A Yeah. Roughly December, yeah. Towards the end of the year and the beginning of the next year.
Q How did the two of you get along when you started dating?
A We got along just fine.

CASE ANALYSIS REPORT

Attachment 14

[redacted]

COMPLAINANT INTERVIEW

DEPUTY [redacted]

[redacted] Okay. Today's date is June 24, 2016 and the time is 0713 hours. This is a witness interview with Deputy [redacted] regarding case number [redacted] We are at [redacted] in a conference room and my last name is spelled [redacted] And, Deputy [redacted] if you could please introduce yourself, first and last, and then spell your last name.

Coversheet only. Not Relevant to attachment content. Added to document date & time of interview. See following page(s)

[redacted]

Complainant [redacted] From like, like August or Sept…

Privacy [redacted] …of ’14?

Complainant [redacted] Of ’14.

Privacy [redacted] So that, basically the relationship was rocky off and on?

Complainant [redacted] It was rocky off and on the whole, I mean it was rocky the whole time because, you know, I had this crazy person telling me if I do this, this or this, these were going to be consequences for everything that I did.

Privacy [redacted] When the relationship first started, was it different in the beginning?

Complainant [redacted] Yeah, it was different in the beginning, but not…

Privacy [redacted] Was there something along the way in the relationship where it just, where you noticed a drastic change or was it subtle or what, I mean, what caused the change?

Complainant [redacted] I don’t know really what caused the change. I really have no idea like why it just, it wasn’t like an overnight thing. When I, you know, hindsight being 20/20, I mean, I guess he was always kind of controlling and particular about who I talked to and all this and I never really thought anything of it, other than, okay, you know. You’ve been at this station longer than I have. You’ve got a rapport with these people and if you’re telling me that they’re saying X, Y and Z, then I’m, you know, I just believed him.

Privacy [redacted] Yeah.

Complainant [redacted] So I kind of just was like, okay, well, if they don’t want to talk to me, that’s fine. I don’t need to talk to anybody. It’s no skin off my back, you know.

Privacy [redacted] How must time were you assigned to West Hollywood Station?

Complainant [redacted] I don’t know.

Privacy [redacted] Was it a year, two years?

Complainant [redacted] What, West Hollywood Station including…

CASE ANALYSIS REPORT

Attachment 15

BEFORE THE CIVIL SERVICE COMMISSION

OF THE COUNTY OF LOS ANGELES

[redacted] HEARING OFFICER

IN THE MATTER OF THE DISCHARGE,)
EFFECTIVE SEPTEMBER 14, 2016, OF:)
)
CAREN MANDOYAN,)
)
APPELLANT,)
) CASE NO. [redacted]
FROM THE POSITION OF)
DEPUTY SHERIFF,)
SHERIFF'S DEPARTMENT,)
)
)
RESPONDENT.)
_________________________________)

Transcript of Proceedings, taken at 500 West Temple Avenue, Los Angeles, California, Room 528, beginning at 9:14 a.m. and ending at 4:36 p.m., on Wednesday, September 27, 2017, heard before [redacted], Hearing Officer, reported by [redacted], Hearing Reporter.

messages saying I love you and inviting him to help you with your report writing, aren't you misleading the police department when you mischaracterize it as a relationship that you're a victim of this guy instead of somebody who's asking him for help?

THE WITNESS: Well, I definitely get how that portrays to be, but our relationship was very volatile. It's always hot and cold, up and down. I mean, me making this report, yeah, I should have put in there that we were still in contact for a couple -- for a month after he had broken into my house, but I didn't, and like I said, our relationship was hot and cold all the time.

So it wasn't me trying to recall specifics as far as, These are the things that he did, this is what my main complaint is and these are the laws that he broke. That was more the, I guess, meat and potatoes of the report, but, I mean, yeah. I did reach out to him and ask for help. We were friends and we were friendly until he followed me home and started pounding on the door and --

HEARING OFFICER [redacted] That was -- you were talking about January 26th?

THE WITNESS: Yeah. That's when he did it. Yes.

HEARING OFFICER [redacted] But in questioning earlier you were asked about what did you talk about for that -- what, how many minutes?

CASE ANALYSIS REPORT

Attachment 16

					Information Accessible/Available To:			
Type	**Action**	**Date**	**Time**	**Duration**	**El Segundo PD Report**	**IAB Investigation**	**Case Review Panel**	**Civil Service Hearing**
Event	Mandoyan hired as a Reserve Deputy Sheriff.	7/11/2000						
Event	[redacted] hired as a full-time Deputy Sheriff.	5/24/2006						
Event	Complainant hired as a full-time Deputy Sheriff.	9/13/2006						
Event	Deputy [redacted] assigned to [redacted].	10/1/2006						
Event	Mandoyan assigned to Inmate Reception Center as a full-time Deputy Sheriff.	10/2/2006						
Event	Complainant assigned to [redacted]. Complainant and [redacted] became friends sometime between 2007 and 2008.	1/21/2007						
Event	Mandoyan assigned to [redacted].	3/18/2007			Yes	Yes	Yes	Yes
Event	Complainant assigned to [redacted].	3/21/2010						
Event	Complainant assigned to [redacted].	4/1/2012			Yes	Yes	Yes	Yes
Event	Complainant met Mandoyan at [redacted] where she transferred a Deputy Sheriff Field Trainee (*El Segundo PD Report 7/29/15*).	4/1/2012		Approx.				
Event	[redacted] stated Complainant and her were no longer friends ([redacted] *Civil Service Hearing testimony 7/25/2017*).	Summer 2012		Approx.				
Event	Per the Complainant her dating relationship with Mandoyan began in December 2012 (*El Segundo PD Report 7/14/2015*).	12/1/2012		Approx.	Yes	Yes	Yes	Yes
Event	Mandoyan transferred to South Los Angeles Station.	2/3/2013			Yes	Yes	Yes	Yes
Event	Dept. updated *Guidelines for Discipline* standards. Unilaterally and improperly implemented.	2/17/2013						
Event	Per Mandoyan, his dating relationship with the Complainant began in June 2013 (*Mandoyan's IAB interview 7/14/2016*).	6/1/2013		Approx.	No	Yes	Yes	Yes
Event	Complainant illegally recorded a phone conversation with Mandoyan.	12/1/2013		Approx.	Yes	Yes	No	No
Event	Complainant moved into an apartment in [redacted] (*Mandoyan's IAB interview 7/14/2016*).	3/1/2014		Approx.	No	Yes	Yes	Yes
Event	The Complainant, Mandoyan, and [redacted] dined at [redacted] restaurant in [redacted]. The Complainant alleged a domestic incident occurred (*El Segundo PD Report 7/14/2015*).	9/1/2014			Yes	Yes	Yes	Yes
Event	Complainant stated she spoke to her cousin, [redacted] the day after allegedly being choked by Mandoyan (*Complainant interview with El Segundo PD 7/20/2015*). NOTE: *This contradicts what the Complainant stated in her IAB interview. In her IAB interview she stated Mandoyan took her phone and left her apartment after the alleged altercation.*	9/1/2014			Yes	Yes	Yes	Yes
Event	Complainant stated in her IAB interview she did NOT call anyone the evening she was involved in the alleged domestic incident with Mandoyan (9/1/2014). The Complainant stated she had no means to call anyone. Complainant also stated she never told anyone about the alleged Domestic Incident. NOTE: *This contradicts the Complainant's statement during her 7/20/2015 El Segundo PD interview. This also contradicts* [redacted] *statements made during her 7/21/2016 IAB interview.*	9/1/2014			No	Yes	Yes	Yes

*The accuracy of some dates *and times may be inconsistent based on conflicting testimony, reports, recollection, etc.*
**The above information was available as indicated; however, the information may or may not have been used at the various stages of the process from investigation to Civil Service proceeding.

					Information Accessible/Available To:			
Type	**Action**	**Date**	**Time**	**Duration**	**El Segundo PD Report**	**IAB Investigation**	**Case Review Panel**	**Civil Service Hearing**
Event	Complainant stated after the alleged Domestic Incident she located an 'old' phone in her home and took photographs of her injuries immediately after Mandoyan left her apartment (*El Segundo PD Report 7/14/2015*).	9/1/2014			Yes	Yes	Yes	Yes
Event	Complainant stated about two hours after the incident she searched for Mandoyan in order to retrieve her cell phone he took. Complainant stated she located Mandoyan in the [redacted] parking lot, they returned to her apartment, smoked cigarettes and talked outside of her apartment for about an hour. Mandoyan returned her cell phone to her prior to leaving the location (*Complainant IAB Interview 07/20/15*).	9/1/2014			Yes	Yes	Yes	Yes
Event	Complainant stated she decided to end her relationship with Mandoyan (*El Segundo PD Report 7/29/15*).	9/1/2014			Yes	Yes	Yes	Yes
Event	Mandoyan had [redacted] .	9/3/2014						
Event	Mandoyan stated the Complainant took care of him while recovering from [redacted] (*Mandoyan's IAB interview 7/14/2016*)	9/3/2014		Approx.				
Event	Complainant stated she did not take care of Mandoyan after his [redacted] (*Complainant's Civil Service Hearing testimony 7/26/17*).	9/3/2014		Approx.				
Event	Mandoyan stated he was off-duty at [redacted] with Deputy [redacted] . Mandoyan's car was parked in the parking lot and the Complainant took a photograph of his vehicle. Complainant came and visited Mandoyan and [redacted] in the parking lot and the three of them talked for a while (*Mandoyan's IAB interview 7/14/2016*).	Winter 2014		Approx.				
Event	Deputy [redacted] stated he was off-duty at [redacted] with Mandoyan. Mandoyan asked if [redacted] would like to meet his girlfriend. Mandoyan and [redacted] met Complainant in the parking lot ([redacted] *Civil Service Hearing testimony 7/26/2017*).	Winter 2014		Approx.				
Event	Complainant stated her dating relationship with Mandoyan ended before the 12/27/2014 patio incident (*El Segundo PD Report 7/14/15*).	12/26/2014		Approx.	Yes	Yes	Yes	Yes
Event	Patio incident - Complainant locked Mandoyan out of her apartment and partially recorded the incident.	12/27/2014			Yes	Yes	Yes	Yes
Event	*Mandoyan stated during the patio incident he had been inside the Complainant's apartment with his personal belongings. When he briefly exited the apartment onto the patio, the Complainant locked him out. He stated he was trying to get the Complainant's attention because he wanted to retrieve his personal property still located inside the apartment (Mandoyan's IAB interview 7/14/2016).*	12/27/2014			No	Yes	Yes	Yes
Video	**Video File 700 - Patio Incident (Recorded)**	12/27/2014	3:56 PM	19 seconds	Yes	Yes	Yes	Yes
Video	**Video File 701 - Patio Incident (MISSING)**	12/27/2014	Unknown	Unknown (Up to 18 minutes)	No	No	No	No
Video	**Video File 702 - Patio Incident (Recorded)**	12/27/2014	4:15 PM	27 seconds	Yes	Yes	Yes	Yes
Video	**Video File 703 - Patio Incident (Recorded)**	12/27/2014	4:15 PM	19 seconds	Yes	Yes	Yes	Yes
Event	After the patio incident, Complainant went to work and exchanged text messages with Mandoyan.	12/27/2014			No	No	No	Yes

*The accuracy of some dates *and times may be inconsistent based on conflicting testimony, reports, recollection, etc.*
**The above information was available as indicated; however, the information may or may not have been used at the various stages of the process from investigation to Civil Service proceeding.

					Information Accessible/Available To:			
Type	Action	Date	Time	Duration	El Segundo PD Report	IAB Investigation	Case Review Panel	Civil Service Hearing
Text	*From Mandoyan to Complainant: "OK… I love you!!!"*	12/27/2014	9:05 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Are the thermals working"*	12/27/2014	9:06 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Geeeez"*	12/27/2014	9:12 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Love u to"*	12/27/2014	9:14 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "U eating"*	12/27/2014	9:15 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Are the thermals helping babe"*	12/27/2014	9:16 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: [Sent YouTube video]*	12/27/2014	9:30 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Please listen to it babe"*	12/27/2014	9:30 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Whatcha doing babe"*	12/27/2014	11:59 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "I love you!"*	12/27/2014	11:59 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: [Picture message]*	12/28/2014	12:38 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: [Probable Cause Declaration for arrest sent to Complainant]*	12/28/2014	12:42 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Ur pcd babe"*	12/28/2014	12:42 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Thanks"*	12/28/2014	12:43 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Is it on"*	12/28/2014	12:44 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Ok"*	12/28/2014	12:44 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Huh"*	12/28/2014	12:44 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Does it sound ok"*	12/28/2014	12:44 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Ya"*	12/28/2014	12:44 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Ok… Working on ur narrative now…"*	12/28/2014	12:44 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Thank u"*	12/28/2014	12:45 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "I love u"*	12/28/2014	12:45 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "I love you!"*	12/28/2014	12:56 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Narrative emailed babe…"*	12/28/2014	1:32 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "I love you… So* [redacted] *much"*	12/28/2014	1:32 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "What r u doing babe"*	12/28/2014	1:36 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Hello…"*	12/28/2014	1:42 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "I love you!"*	12/28/2014	1:43 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "I love u…"*	12/28/2014	1:43 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Thank u for the narrative"*	12/28/2014	1:43 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Talking to* [redacted]*"*	12/28/2014	1:43 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "What r u doing babe"*	12/28/2014	1:43 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Oh…"*	12/28/2014	1:43 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "OK…"*	12/28/2014	1:43 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Did u the email babe"*	12/28/2014	1:43 AM		No	No	No	Yes

*The accuracy of some dates *and times may be inconsistent based on conflicting testimony, reports, recollection, etc.*
**The above information was available as indicated; however, the information may or may not have been used at the various stages of the process from investigation to Civil Service proceeding.

					Information Accessible/Available To:			
Type	**Action**	**Date**	**Time**	**Duration**	**El Segundo PD Report**	**IAB Investigation**	**Case Review Panel**	**Civil Service Hearing**
Text	*From Mandoyan to Complainant: "Get"*	12/28/2014	1:43 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Babe, can u grab* [redacted] *sap from* [redacted] *"*	12/28/2014	2:06 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Im 98 frm there ill grab it tmrw"*	12/28/2014	2:07 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Good morning.."*	12/28/2014	10:15 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "I love you!"*	12/28/2014	10:15 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Good my"*	12/28/2014	10:58 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Morning"*	12/28/2014	10:58 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Love u to"*	12/28/2014	10:58 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Hi baby… I'm ert to the gym babe.."*	12/28/2014	11:07 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Let me know if ur hungry"*	12/28/2014	11:08 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: [Picture message]*	12/28/2014	2:22 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Go with the grey"*	12/28/2014	2:25 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Ok"*	12/28/2014	2:25 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "I'll get the Lrg top then"*	12/28/2014	2:25 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Ok. Thank u"*	12/28/2014	2:26 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "See if they have hamd warmers"*	12/28/2014	2:26 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Hey"*	12/28/2014	6:36 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "I have her sap"*	12/28/2014	9:46 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Give me a call when ur not busy"*	12/28/2014	9:48 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "U hungry for anything….call it… I can get u an egg white omelette or something else healthy…"*	1/3/2015	11:56 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "W spinach jalpeno onion and chicken"*	1/3/2015	12:10 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "K… And sweet potato hash or fries"*	1/3/2015	12:11 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Yes"*	1/3/2015	12:11 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Thank you again for breakfast. It was delicious"*	1/3/2015	2:16 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Ur welcome… My pleasure"*	1/3/2015	2:16 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Don't worry about it… I will continue to be nice…"*	1/3/2015	8:30 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Am I not allowed to have a conversation with my cousin"*	1/3/2015	8:31 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Yes of course u are…"*	1/3/2015	8:32 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Ur* [redacted] *ridiculous"*	1/3/2015	8:32 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Thanks for the kind words"*	1/3/2015	8:32 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Thanks for acting foolish"*	1/3/2015	8:32 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "I'm not…"*	1/3/2015	8:32 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Sorry"*	1/3/2015	8:32 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Im on the phone"*	1/3/2015	8:33 PM		No	No	No	Yes

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**The above information was available as indicated; however, the information may or may not have been used at the various stages of the process from investigation to Civil Service proceeding.

					Information Accessible/Available To:			
Type	**Action**	**Date**	**Time**	**Duration**	**El Segundo PD Report**	**IAB Investigation**	**Case Review Panel**	**Civil Service Hearing**
Text	*From Mandoyan to Complainant: "Ok"*	1/3/2015	8:33 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: [Picture message]*	1/12/2015	Unknown		No	No	No	Yes
Text	*From Mandoyan to Complainant: [Probable Cause Declaration for arrest sent to Complainant]*	1/12/2015	Unknown		No	No	No	Yes
Text	*From Mandoyan to Complainant: "****Told"*	1/12/2015	Unknown		No	No	No	Yes
Text	*From Mandoyan to Complainant: "***strong"*	1/12/2015	Unknown		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Whos the watch Sergeant babe"*	1/12/2015	2:34 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "For the narrative"*	1/12/2015	2:34 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Just emailed ur narrative"*	1/12/2015	2:41 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Hi hows it going"*	1/16/2015	4:14 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Going good… Been at the gym for the last several hours… Did shoulders, abs and cardio with my buddy* [redacted] *……. How u doing… Whatcha doing…"*	1/16/2015	4:15 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "About to leave for dinner"*	1/16/2015	4:16 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Cool…"*	1/16/2015	4:16 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Whats new"*	1/16/2015	7:07 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Nothing… What u up too…."*	1/16/2015	7:07 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Just visiting"*	1/16/2015	7:11 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "What did u do today"*	1/16/2015	7:11 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Went shopping"*	1/16/2015	7:12 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Cool… What did u buy"*	1/16/2015	7:13 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "I got some new nikes and some clearance bras"*	1/16/2015	7:13 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Nikes??? More tennis shoes… Lol…. From where…"*	1/16/2015	7:13 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Black ones. From dicks"*	1/16/2015	7:17 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Nice… I need to get a few new running shoes when we start running next week…"*	1/16/2015	7:18 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Do u have a lot of family there for the service"*	1/16/2015	7:18 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Nah just my aunt and my aunt* [redacted] *and my cousin* [redacted] *My mom didnt come the kids are sick"*	1/16/2015	7:20 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Oh… U ready for bedtime….."*	1/16/2015	7:21 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Yes. Im exhausted"*	1/16/2015	7:24 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Oh… Can u call me before.."*	1/16/2015	7:25 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Yes"*	1/16/2015	7:35 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "OK…"*	1/16/2015	7:35 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Love u"*	1/16/2015	7:35 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Love u too…"*	1/16/2015	7:36 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Whatcha up to…"*	1/16/2015	9:22 PM		No	No	No	Yes

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Los Angeles County Sheriff's Department

Public Release Version - Confidential Material Redacted

					Information Accessible/Available To:			
Type	Action	Date	Time	Duration	El Segundo PD Report	IAB Investigation	Case Review Panel	Civil Service Hearing
Text	*From Mandoyan to Complainant: "Did u have dinner"*	1/17/2015	5:52 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "I just got done eating sinner"*	1/17/2015	5:59 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "I haven't look at the web site"*	1/17/2015	6:00 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "OK..."*	1/17/2015	6:00 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Love u"*	1/17/2015	6:00 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Love u to"*	1/17/2015	6:33 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Morning...."*	1/19/2015	11:37 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "If you're hungry, I'll pick u up food from ur choice of restaurant... Even healthy stuff..."*	1/19/2015	11:38 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Morning"*	1/19/2015	1:10 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Hi... U hungry.. Do u want anything from the* Privac *or* Privacy *"*	1/19/2015	1:12 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Sure"*	1/19/2015	1:14 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Call it..."*	1/19/2015	1:16 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Blue and white corn chilaquiles with filet mignon asada from* Privacy *"*	1/19/2015	1:17 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "OK..."*	1/19/2015	1:18 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Free range chicken pot pie. If theyre no longer serving breakfast"*	1/19/2015	1:19 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Ok"*	1/19/2015	1:19 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Want* Privacy *babe"*	1/19/2015	1:44 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Ok"*	1/19/2015	4:46 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "I want these so badly right now..... Want something from here????"*	1/19/2015	6:32 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant:* Privacy	1/19/2015	6:32 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Uh yah"*	1/19/2015	6:37 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Pick up what u want"*	1/19/2015	6:37 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: [Picture message]*	1/19/2015	6:43 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: [Picture message]*	1/19/2015	6:43 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: [Picture message]*	1/19/2015	6:43 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "One or two of each"*	1/19/2015	6:45 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "One"*	1/19/2015	6:45 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Good morning"*	1/20/2015	11:47 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Morning"*	1/20/2015	11:48 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "U just getting up??"*	1/20/2015	11:51 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "No"*	1/20/2015	11:53 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Oh... U eat yet"*	1/20/2015	11:53 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Yup. Ate my donut"*	1/20/2015	11:54 AM		No	No	No	Yes

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					Information Accessible/Available To:			
Type	**Action**	**Date**	**Time**	**Duration**	**El Segundo PD Report**	**IAB Investigation**	**Case Review Panel**	**Civil Service Hearing**
Text	*From Mandoyan to Complainant: "Nice… Was is just as good as last night"*	1/20/2015	11:54 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Yup"*	1/20/2015	11:54 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: [Picture message]*	1/20/2015	8:18 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Buahahahaaaahahaha"*	1/20/2015	8:19 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "It's true… Love u…"*	1/20/2015	8:20 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Haha"*	1/20/2015	8:20 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Love u"*	1/20/2015	8:20 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Good morning"*	1/21/2015	9:15 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Want to go for a walk/run"*	1/21/2015	9:15 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Sure"*	1/21/2015	9:17 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Good morning"*	1/21/2015	9:17 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Right now?"*	1/21/2015	9:19 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Will u go to [redacted] for me?"*	1/21/2015	3:57 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Please"*	1/21/2015	3:57 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Sure"*	1/21/2015	3:57 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "What would u like…"*	1/21/2015	3:57 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "May I do it after I'm done training"*	1/21/2015	3:57 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Oh. Are u at the gym rt now"*	1/21/2015	3:58 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Yes babe… But I don't mind going there afterwards"*	1/21/2015	3:59 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Ok. Cool. Thank u"*	1/21/2015	4:00 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Cool…. Let me know what u want"*	1/21/2015	4:00 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Love u…"*	1/21/2015	4:00 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "The beef pot pie and an order of sweet potato fries"*	1/21/2015	4:01 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Just got into force"*	1/24/2015	12:50 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "This drunk [redacted] kicked me in the [redacted] face"*	1/24/2015	12:50 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "I [redacted] hate this job"*	1/24/2015	12:50 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Are u here"*	1/24/2015	12:50 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "No babe… U ok"*	1/24/2015	12:50 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Want me to come"*	1/24/2015	12:50 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Wtf?"*	1/24/2015	12:50 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Ya. Im gna hv a blk eye"*	1/24/2015	12:50 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "No"*	1/24/2015	12:50 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Whaaaaaat"*	1/24/2015	12:50 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Did u [redacted] her up"*	1/24/2015	12:50 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Want me to write it.."*	1/24/2015	12:50 AM		No	No	No	Yes

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Type	Action	Date	Time	Duration	El Segundo PD Report	IAB Investigation	Case Review Panel	Civil Service Hearing
Text	*From Complainant to Mandoyan: "I punched her in the face and busted her lip"*	1/24/2015	12:50 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Ya"*	1/24/2015	12:50 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Good… What the* [redacted] *happened"*	1/24/2015	12:50 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Where was everyone else doing…. I'm* [redacted]*… That u got hit…"*	1/24/2015	12:50 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Ill call u in a few min."*	1/24/2015	12:50 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "OK…"*	1/24/2015	12:50 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Theres no need to get* [redacted]*"*	1/24/2015	12:50 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Love u…"*	1/24/2015	12:50 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "K"*	1/24/2015	12:50 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Love u"*	1/24/2015	12:50 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "U gonna go get checked out???? U should…"*	1/24/2015	12:50 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "No"*	1/24/2015	12:50 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "K"*	1/24/2015	12:50 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "What r u doing now"*	1/24/2015	12:50 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "U gonna write ur supp"*	1/24/2015	12:50 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Or the 49"*	1/24/2015	12:50 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Start it out with the typical 647f. She refused to tell me her name. Calling me a* [redacted] *white* [redacted] *She gna be a jane doe"*	1/24/2015	12:50 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Can u send me what u have please"*	1/24/2015	2:34 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Done babe.. Just sent it"*	1/24/2015	2:34 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Sorry it took long… Had to get detailed"*	1/24/2015	2:34 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "I love you!"*	1/24/2015	2:34 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Thaaank u"*	1/24/2015	2:34 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Love u to"*	1/24/2015	2:34 AM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "Let me know if it's ok"*	1/24/2015	2:34 AM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Hes on his way up to get u in"*	1/25/2015	9:12 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "They got me in…. I'm good.. Thank u"*	1/25/2015	9:12 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "Ok"*	1/25/2015	9:13 PM		No	No	No	Yes
Text	*From Complainant to Mandoyan: "I'm here"*	1/25/2015	10:14 PM		No	No	No	Yes
Text	*From Mandoyan to Complainant: "OK… I'm gonna walk down.."*	1/25/2015	10:14 PM		No	No	No	Yes
Event	Complainant alleged Mandoyan arrived at her work unannounced. Complainant claims she left work 30 minutes early (Complainants' shift ended at 4:00 AM) because she was "fearful and anxious" when she saw Mandoyan. She drove home after leaving work (*El Segundo PD Report 7/14/2015*) (*Complainant's IAB Interview*) (*Complainant's Civil Service Hearing Summary 01/04/2018*).	1/26/2015			Yes	Yes	Yes	Yes

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Type	Action	Date	Time	Duration	El Segundo PD Report	IAB Investigation	Case Review Panel	Civil Service Hearing
Phone Call	While driving home the Complainant and Mandoyan spoke to each other via cell phone for approximately 28 minutes (*Mandoyan's 01/26/15 Phone Logs*)	1/26/2015	3:14 AM		No	No	No	Yes
Phone Call	*From Mandoyan to Complainant*	1/26/2015	3:14 AM	2 minutes	No	No	No	Yes
Phone Call	*From Complainant to Mandoyan*	1/26/2015	3:18 AM	26 minutes	No	No	No	Yes
Phone Call	*From Mandoyan to Complainant*	1/26/2015	3:44 AM	Missed Call	No	No	No	Yes
Phone Call	*From Mandoyan to Complainant*	1/26/2015	3:44 AM	Missed Call	No	No	No	Yes
Phone Call	*From Mandoyan to Complainant*	1/26/2015	3:45 AM	Missed Call	No	No	No	Yes
Phone Call	*From Mandoyan to Complainant*	1/26/2015	3:45 AM	Missed Call	No	No	No	Yes
Phone Call	*From Mandoyan to Complainant*	1/26/2015	3:45 AM	Missed Call	No	No	No	Yes
Phone Call	*From Mandoyan to Complainant*	1/26/2015	3:46 AM	Missed Call	No	No	No	Yes
Phone Call	*From Mandoyan to Complainant*	1/26/2015	3:46 AM	Missed Call	No	No	No	Yes
Phone Call	*From Mandoyan to Complainant*	1/26/2015	3:46 AM	Missed Call	No	No	No	Yes
Phone Call	*From Mandoyan to Complainant*	1/26/2015	3:47 AM	Missed Call	No	No	No	Yes
Video	**Video File 777 - Bathroom Incident (Recorded)**	1/26/2015	3:49 AM	3 seconds	Yes	Yes	Yes	Yes
Video	**Video File 778 - Bathroom Incident (Recorded)**	1/26/2015	3:49 AM	7 seconds	Yes	Yes	Yes	Yes
Phone Call	*From Mandoyan to Complainant*	1/26/2015	3:49 AM	Missed Call	No	No	No	Yes
Phone Call	*From Mandoyan to Complainant*	1/26/2015	3:50 AM	Missed Call	No	No	No	Yes
Phone Call	*From Mandoyan to Complainant*	1/26/2015	3:50 AM	Missed Call	No	No	No	Yes
Video	**Video File 779 - Bathroom Incident (Recorded)**	1/26/2015	3:50 AM	14 seconds	Yes	Yes	Yes	Yes
Video	**Video File 780 - Bathroom Incident (Recorded)**	1/26/2015	3:50 AM	73 seconds	Yes	Yes	Yes	Yes
Video	**Video File 781 - Bathroom Incident (Recorded)**	1/26/2015	3:51 AM	53 seconds	Yes	Yes	Yes	Yes
Video	**Video File 782 - Bathroom Incident (MISSING)**	1/26/2015	Unknown	Unknown (Up to 4 minutes)	No	No	No	No
Video	**Video File 783 - Bathroom Incident (Recorded)**	1/26/2015	3:55 AM	29 seconds	Yes	Yes	Yes	Yes
Phone Call	*From Mandoyan to Complainant*	1/26/2015	3:59 AM	Missed Call	No	No	No	Yes
Phone Call	*From Mandoyan to Complainant*	1/26/2015	4:00 AM	Missed Call	No	No	No	Yes
Phone Call	*From Mandoyan to Complainant*	1/26/2015	4:01 AM	Missed Call	No	No	No	Yes
Phone Call	*From Mandoyan to Complainant*	1/26/2015	4:02 AM	Missed Call	No	No	No	Yes
Phone Call	*From Mandoyan to Complainant*	1/26/2015	4:03 AM	Missed Call	No	No	No	Yes
Phone Call	*From Mandoyan to Complainant*	1/26/2015	4:04 AM	Missed Call	No	No	No	Yes
Phone Call	*From Mandoyan to Complainant*	1/26/2015	4:04 AM	Missed Call	No	No	No	Yes
Phone Call	*From Mandoyan to Complainant*	1/26/2015	4:05 AM	Missed Call	No	No	No	Yes
Phone Call	*From Mandoyan to Complainant*	1/26/2015	4:07 AM	Missed Call	No	No	No	Yes
Phone Call	*From Mandoyan to Complainant*	1/26/2015	4:08 AM	Missed Call	No	No	No	Yes

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Type	Action	Date	Time	Duration	El Segundo PD Report	IAB Investigation	Case Review Panel	Civil Service Hearing
Phone Call	*From Mandoyan to Complainant*	1/26/2015	4:08 AM	2 minutes	No	No	No	Yes
Phone Call	*From Mandoyan to Complainant*	1/26/2015	4:13 AM	4 minutes	No	No	No	Yes
Event	Mandoyan stated the videos depicted him and Complainant talking and him apologizing because they had been in an argument earlier. (*Mandoyan's IAB interview 7/14/2016*).	1/26/2015			No	Yes	Yes	Yes
Event	Mandoyan stated his dating relationship with Complainant ended.	2/25/2015			No	Yes	Yes	Yes
Event	Complainant stated she changed her cell phone number and shared it with some friends and family. Complainant stated Deputy [redacted] shared her new number with Mandoyan. Also, Deputy [redacted] shared personal information about the Complainant with Mandoyan (*El Segundo PD Report 7/29/15*).	2/28/2015		Approx.	Yes	Yes	Yes	Yes
Event	[redacted] and Mandoyan began exchanging Facebook messages.	5/22/2015						
Event	[redacted] stated she and Mandoyan began a dating relationship (*El Segundo PD Report 7/14/15*). Also, in her IAB interview, [redacted] stated she and Mandoyan began a dating relationship in March or April of 2015 ([redacted] *IAB interview 7/18/2016*).	5/25/2015			Yes	Yes	Yes	Yes
Event	Complainant received text messages from anonymous sender. NOTE: *Deputy* [redacted] *told Sgt.* [redacted] *that* [redacted] *admitted to her and the Complainant she had been the one sending the Complainant those anonymous text messages (*[redacted] *IAB interview 6/29/2016). Mandoyan stated he did not send anonymous text messages to Complainant. Mandoyan stated* [redacted] *sent the text messages without his consent (Mandoyan's IAB interview 7/14/2016). When asked if she sent the anonymous text messages,* [redacted] *stated "Not that I recall" and "Anything is possible" (*[redacted] *Civil Service Hearing testimony 7/25/2017).*	5/29/2015			Yes	Yes	Yes	Yes
Text	*From Unknown to Complainant: "No fat slob you prey on married men because not one guy on this earth ever wants a relationship with you since u are so miserable you like ruining marriages.* [redacted] *"*	5/29/2015	9:17 AM		Yes	Yes	Yes	Yes
Text	*From Complainant to Unknown: "Whatever you say doll"*	5/29/2015	9:17 AM		Yes	Yes	Yes	Yes
Text	*From Complainant to Unknown: "Don't be a* [redacted]*. Stop hiding behind ur texts. Sign off on ur drama u wanna run ur mouth and be brave* [redacted] *ur anonymity. Get a life hater Ur pathetic"*	5/29/2015	9:17 AM		Yes	Yes	Yes	Yes
Text	Sgt. [redacted] received text messages from anonymous sender.	6/3/2015			No	Yes	Yes	Yes

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Type	**Action**	**Date**	**Time**	**Duration**	**El Segundo PD Report**	**IAB Investigation**	**Case Review Panel**	**Civil Service Hearing**
Text	*From Unknown to Sgt. [redacted]: "Hey [redacted], i hate to be the one to tell you buy my [redacted] worked for you in [redacted] and he said you were a cool chick, i know [COMPLAINANT] works with your man and she is sleeping with him. she told me shes cool to your face so you wouldnt suspect anything. He has a throw away phone in his shirt pocket at work that he uses to talk to her and others. she has been sleeping with your man and [redacted] for a while. [redacted] thats why im telling you because normally i dont like to get involved in others drama. i know its her last day today and she said shes going to have a 'going away' threesome with [redacted] and [redacted]. i dont know when but others including myself have seen her rubbing [redacted] back and kissing him at work and he does the same to her. she writes on things, 'for my love [redacted]' she lives in this fantasyland and thinks [redacted] will leave you for her. [redacted] shes nasty and if you have anymore questions call me. sorry you had to find out like this."*	6/3/2015	4:32 PM		No	Yes	Yes	Yes
Text	*From Sgt. [redacted] to Unknown: "Call me"*	6/3/2015			No	Yes	Yes	Yes
Text	*From Unknown to Sgt. [redacted]: "i tried"*	6/3/2015			No	Yes	Yes	Yes
Text	*From Unknown to Sgt. [redacted]: "call me when you get a"*	6/3/2015			No	Yes	Yes	Yes
Phone Call	Call from Complainant to Mandoyan while both were on duty. Mandoyan alleges the Complainant stated the following: *"You stupid [redacted]. You're all [redacted] up."* *"You know who the [redacted] this is."* *"You can say goodbye to your [redacted] job you [redacted] idiot. You're a [redacted] idiot. When I'm done with you, you're going need a psych approval to get your job back. You're a stupid [redacted]."* *[redacted] you, you [redacted] up. I'm going to call your Watch Commander and tell him that you broke in my place and anything else that I want."* *[redacted] you, you're a basehead."*	6/3/2015	5:19 PM	116 seconds	No	Yes	Yes	Yes
Memorandum	Mandoyan wrote a memorandum to Lieutenant [redacted] detailing the June 3, 2015 phone call with the Complainant. Both Mandoyan and Complainant were on-duty at the time of the call.	6/3/2015			No	Yes	Yes	Yes
Event	Complainant assigned to [redacted]	6/7/2015						
Event	Complainant received text messages from anonymous sender. NOTE: *Deputy [redacted] told Sgt. [redacted] that [redacted] admitted to her and the Complainant that she had been the one sending the Complainant those anonymous text messages ([redacted] IAB interview 6/29/2016). Mandoyan stated he did not send anonymous text messages to Complainant. Mandoyan stated [redacted] sent the text messages without his consent (Mandoyan's IAB interview 7/14/2016).*	6/15/2015			No	Yes	Yes	Yes
Text	*From Unknown to Complainant: "Go home shamu. Don't you have a [redacted] life? You don't even work here anymore. You've been here all day chasing a married guy. Real sad!"*	6/15/2015	9:22 PM		Yes	Yes	Yes	Yes

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Type	**Action**	**Date**	**Time**	**Duration**	**El Segundo PD Report**	**IAB Investigation**	**Case Review Panel**	**Civil Service Hearing**
Text	*From Unknown to Complainant: "Seriously, please go home and don't come back here. You're embarrassing yourself. Go join a gym and spend ur time there."*	6/15/2015	9:38 PM		Yes	Yes	Yes	Yes
Text	*From Unknown to Complainant: "You can buy ur friends from* [redacted] *Go drive ur bus and work out. Stop wearing tights clothes ur not* [redacted] *Will never be. Respect urself."*	6/15/2015	9:40 PM		Yes	Yes	Yes	Yes
Text	*From Unknown to Complainant: "U can pay for everyone's dodger tickets, hotel rooms, food and drinks somewhere else like* [redacted] *Go drive ur busses please and stay there."*	6/15/2015	9:45 PM		Yes	Yes	Yes	Yes
Text	*From Unknown to Complainant: "GO HOME [COMPLAINANT]!!! Seriously.,everyone is talking about u and ur drama u bring. We're gonna tel Lt to take ur keys back. Don't sleep here."*	6/15/2015	10:02 PM		Yes	Yes	Yes	Yes
Event	Complainant stated she invited Mandoyan to her apartment to talk about everything that was occurring between them. (*El Segundo PD Report 7/14/2015 & 7/29/2015*).	6/21/2015			Yes	Yes	Yes	Yes
Event	Complainant received text message from anonymous sender. NOTE: *Deputy* [redacted] *told Sgt.* [redacted] *that* [redacted] *admitted to her and the Complainant that she had been the one sending the Complainant those anonymous text messages* [redacted] *IAB interview 6/29/2016). Mandoyan stated he did not send anonymous text messages to Complainant. Mandoyan stated* [redacted] *sent the text messages without his consent (Mandoyan's IAB interview 7/14/2016).*	6/23/2015			No	Yes	Yes	Yes
Text	*From Unknown to Complainant: "Get a life [COMPLAINANT].Ur father's day we bet was lonely since ur married 924s were with their wives and kids. U r a sad person.stop coming here!"*	6/23/2015	8:54 AM		Yes	Yes	Yes	Yes
Event	Complainant filed a Policy of Equality against Mandoyan.	6/23/2015	1:00 PM		Yes	Yes	Yes	Yes
Event	[redacted] stated she and Mandoyan ended their dating relationship (*El Segundo PD Report 7/14/15*).	6/25/2015			Yes	Yes	Yes	Yes
Event	[redacted] stated Mandoyan telephoned her and said he saw the Complainant and her date walking to [redacted]. [redacted] stated she immediately called the Complainant and told her about Mandoyan's call and his observations. (*El Segundo PD Report 7/14/2015*).	6/26/2015						
Event	Complainant and [redacted] began talking in June 2015 ([redacted] *Civil Service Hearing testimony*).	6/1/2015		Approx.	No	No	No	Yes
Event	[redacted] stated Mandoyan called her while she was visiting the Complainant (*El Segundo PD Report 7/14/15*).	7/1/2015		Approx.				
Event	Mandoyan was relieved of duty (ROD).	7/10/2015	6:46 PM		Yes	Yes	Yes	Yes
Event	Complainant called 911 and requested a criminal report of various incidents related to Mandoyan. Report taken by El Segundo Police Department Officer [redacted].	7/14/2015			Yes	Yes	Yes	Yes
Event	Complainant obtained a Temporary Restraining order against Mandoyan (*Los Angeles County Superior Court*).	7/14/2015			Yes	Yes	Yes	Yes
Event	Domestic violence hearing date set for 8/4/2015.	7/14/2015						
Event	El Segundo PD Detective [redacted] assigned to investigate criminal allegations against Mandoyan.	7/17/2015						
Interview	El Segundo PD Detective [redacted] and Detective [redacted] interviewed the Complainant.	7/20/2015	9:43 AM		Yes	Yes	Yes	Yes

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Type	**Action**	**Date**	**Time**	**Duration**	**El Segundo PD Report**	**IAB Investigation**	**Case Review Panel**	**Civil Service Hearing**
Event	Mandoyan informed El Segundo PD Detective Privacy [redacted] that he does not want to give a statement without his lawyer (*El Segundo PD Report 7/29/2015*).	7/21/2015	9:01 AM					
Event	Mandoyan served with the temporary restraining order by Witness [redacted] and two members of the El Segundo PD. Mandoyan surrendered his firearms (*Mandoyan's IAB interview 7/14/2016*).	7/22/2015			Yes	Yes	Yes	Yes
Event	Mandoyan stated he received a call from Witness 4 [redacted] As he spoke with Witness 4 [redacted] Complainant took control of the phone and spoke to Mandoyan in violation of the restraining order. Mandoyan stated Complainant threatened to put a case on him (*Mandoyan's IAB interview 7/14/2016*).	7/26/2015			No	Yes	Yes	Yes
Event	Dispute resolution agreement signed by Mandoyan.	7/28/2015						
Event	Dispute resolution agreement signed by Complainant.	7/29/2015						
Interview	El Segundo PD Detective Privacy [redacted] interviewed Witness 2 [redacted] via phone. Witnes 2 [redacted] stated she frequently spoke with Complainant about Mandoyan. Also, Complainant sent videos and voice recordings of Mandoyan during various incidents. Witnes 2 [redacted] confirmed that Complainant called her in September 2014 and told her Mandoyan got physical with her (*El Segundo PD Report 7/29/2015*).	7/29/2015			Yes	Yes	Yes	Yes
Event	Case forwarded to District Attorney's office for filing consideration (*El Segundo PD Report 7/29/2015*).	7/29/2015						
Event	Temporary restraining order was dissolved and the case was dismissed. Neither party appeared for the domestic violence hearing (*Los Angeles County Superior Court*).	8/4/2015			Yes	Yes	Yes	Yes
Event	Witness [redacted] sent text messages to Mandoyan	8/19/2015			No	Yes	Yes	Yes
Text	*From* Witness [redacted] *to Mandoyan: "Call me"*	8/19/2015	7:11 PM		No	Yes	Yes	Yes
Text	*From* Witness [redacted] *to Mandoyan: "So sorry i text the wrong person, your name is so close to my good friends name. Ill be deleting you from my contacts bye"*	8/19/2015	7:40 PM		No	Yes	Yes	Yes
Event	Los Angeles District Attorney declined to file criminal charges against Mandoyan due to insufficient evidence (*Los Angeles County District Attorney - Charge Evaluation Worksheet*).	9/8/2015			Yes	Yes	Yes	Yes
IAB	IAB Investigation initiated.	9/8/2015			No	Yes	Yes	Yes
IAB	Mandoyan IAB case assigned to IAB Sgt. Privacy [redacted]	11/2/2015						
IAB	IAB Sgt. Privacy [redacted] began working on the Mandoyan IAB case.	6/21/2016			No	Yes	Yes	Yes
Interview	IAB Sgt. Privacy [redacted] interviewed Lt. Privacy [redacted]	6/22/2016	12:00 PM		No	Yes	Yes	Yes
Interview	IAB Sgt. Privacy [redacted] interviewed Complainant.	6/24/2016	7:13 AM		No	Yes	Yes	Yes
Interview	IAB Sgt. Privacy [redacted] interviewed Lt. Witness 7 [redacted].	6/28/2016	2:24 PM		No	Yes	Yes	Yes
Interview	IAB Sgt. Privacy [redacted] interviewed Deputy Witness 6 [redacted]	6/29/2016	10:31 AM		No	Yes	Yes	Yes
Interview	*Deputy* Witnes 6 [redacted] *told Sgt.* Privacy [redacted] *that* Witness 4 [redacted] *admitted to her and the Complainant that she had been the one sending the Complainant those anonymous text messages.*	6/29/2016	10:31 AM		No	Yes	Yes	Yes
Interview	IAB Sgt. Privacy [redacted] interviewed Sgt. Privacy [redacted].	6/30/2016	10:09 AM		No	Yes	Yes	Yes
Interview	IAB Sgt. Privacy [redacted] interviewed Deputy Privacy [redacted]	6/30/2016	6:40 PM		No	Yes	Yes	Yes
Interview	IAB Sgt. Privacy [redacted] interviewed Deputy Witness 5 [redacted]	6/30/2016	8:48 PM		No	Yes	Yes	Yes
Interview	IAB Sgt. Privacy [redacted] interviewed Deputy Witness 3 [redacted]	6/30/2016	9:15 PM		No	Yes	Yes	Yes

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Type	**Action**	**Date**	**Time**	**Duration**	**El Segundo PD Report**	**IAB Investigation**	**Case Review Panel**	**Civil Service Hearing**
IAB	IAB Sgt. [redacted] emailed Deputy [redacted] requesting any text messages or screenshot photographs that was discussed during the June 29, 2016 interview.	7/5/2016	1:41 PM					
Interview	IAB Sgt. [redacted] interviewed El Segundo PD Detective [redacted]	7/6/2016	9:57 AM					
IAB	IAB Sgt. [redacted] emailed El Segundo PD Detective [redacted] requesting the missing audio and/or video recordings.	7/8/2016	1:38 PM		No	Yes	Yes	Yes
IAB	El Segundo PD Detective [redacted] emailed IAB Sgt. [redacted] and stated they never received the missing video and/or audio recordings from Complainant.	7/12/2016	3:30 PM		No	Yes	Yes	Yes
IAB	Deputy [redacted] emailed IAB Sgt. [redacted] and stated she was unable to locate the old messages.	7/12/2016	11:34 PM					
Interview	IAB Sgt. [redacted] interviewed [redacted]	7/13/2016	12:18 PM		No	Yes	Yes	Yes
Interview	[redacted] *stated Mandoyan physically showed up 5 to 6 times during her 3/9/2014 ride-along with Complainant* *([redacted] IAB interview 7/13/2016).* *NOTE: This contradicts* [redacted] *statement during her 7/24/2017 Civil Service Hearing testimony.*	7/13/2016			No	Yes	Yes	Yes
IAB	IAB Sgt. [redacted] emailed [redacted] requesting missing video files 701 & 782. IAB Sgt. [redacted] also requested the missing audio recording regarding briefings and the date of her ride-along with the Complainant.	7/13/2016	12:47 PM		No	Yes	Yes	Yes
IAB	[redacted] emailed IAB Sgt. [redacted] and stated she attached all of the files in her possession. She did not provide missing videos 701 & 782.	7/13/2016	6:46 PM		No	Yes	Yes	Yes
Interview	IAB Sgt. [redacted] interviewed Mandoyan.	7/14/2016	10:52 AM		No	Yes	Yes	Yes
Interview	IAB Sgt. [redacted] interviewed [redacted]	7/18/2016	11:00 AM		No	Yes	Yes	Yes
Interview	IAB Sgt. [redacted] interviewed [redacted]	7/21/2016	2:52 PM		No	Yes	Yes	Yes
IAB	Complainant was identified as a subject on a new IAB case regarding the 6/3/2015 phone call she made to Mandoyan.	7/21/2016						
Interview	[redacted] *stated during her IAB interview she spoke, via telephone, to the Complainant the night of the alleged domestic incident.* *NOTE: This contradicts the Complainants statements during her 6/24/2016 IAB interview.*	7/21/2016	2:52 PM		No	Yes	Yes	Yes
IAB	Mandoyan IAB Investigation completed.	7/25/2016			No	Yes	Yes	Yes
Case Review	Mandoyan IAB case review initiated.	7/25/2016			No	Yes	Yes	Yes
Email	Subject: Dispositions, From: [redacted], To: [redacted] states: "Hello, Attached for your review and approval. Ref: Case Review of August 9, 2016. [redacted] Advocacy Unit"	8/4/2016	4:41 PM					
Email	Subject: FW: Dispositions, From: [redacted], To: [redacted]	8/8/2016	8:15 AM					

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Type	**Action**	**Date**	**Time**	**Duration**	**El Segundo PD Report**	**IAB Investigation**	**Case Review Panel**	**Civil Service Hearing**
Email	Subject: Mandoyan Presentation 080816, From: Privacy, To: Witness 8 Privacy, cc Privacy [redacted], Privacy, Attachments: Mandoyan Presentation 080816 Commander Privac stated: "Greetings all, I have attached my initial thoughts regarding this case for review and discussion. Pri" The recommended discipline is 20 Days	8/8/2016	12:25 PM		No	No	Yes	No
Email	Subject: Mandoyan Presentation 080816, From: Privacy, To: Witness 8 Privacy, Attachments: Mandoyan Presentation 080816.docx Commande Privacy stated: "Updated version. Pri" The recommended discipline is 20 Days	8/8/2016	12:42 PM		No	No	Yes	No
Email	Subject: RE: Dispositions, From: Privacy, To: Privacy Priva states: "If/when the Friday walk-through case dispo is ready, please send it my way. I am reviewing that case as well for Pri. We (the little people) are not yet allowed to attend case review. Privacy	8/8/2016	2:34 PM					
Email	Subject: RE: Dispositions, From: Privacy, To: Privacy Priva states: "Will do. I know it is not ready yet."	8/8/2016	2:52 PM					
Email	Subject: RE: Dispositions, From: Privacy, To: Privacy Priva states: "Do you know what they are asking for as far as discipline? Privacy"	8/8/2016	2:54 PM					
Email	Subject: RE: Dispositions, From: Privacy, To: Privacy Priv states: "We are currently in discussions. It is a case I am monitoring."	8/8/2016	3:04 PM					
Email	Subject: RE: Dispositions, From: Privacy, To: Privacy Priva states: "Nice to revisit some of the same cast of characters as the Privacy. Privacy"	8/8/2016	3:35 PM					
Email	Subject: RE: Dispositions, From: Privacy, To: Privacy Priv states: "Yes, I noticed that."	8/8/2016	3:50 PM					
Email	Subject: Mandoyan Case, From: Privacy, To: Privacy, Cc: Privacy Priva states: "Hello, I hope you had a good weekend. I am just confirming that Advocacy will be writing the charges and I am writing the dispo? I met with the Chief Witnes 8 Commander Privac and Privacy about this case today. The Chief would like to see: **Founded:** General Behavior Conduct Toward Others Failure to Report Family Violence **Unresolved:** Dishonesty Unless you see something different or something we aren't? Please advise, Pri"	8/8/2016	6:20 PM					

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Type	**Action**	**Date**	**Time**	**Duration**	**El Segundo PD Report**	**IAB Investigation**	**Case Review Panel**	**Civil Service Hearing**
Email	Subject: MANDOYAN, DISPO SHEET, REVISED, From: [redacted], To: [redacted], [redacted] [redacted] states: "Please review, make changes and recommendations as you see necessary and advise. Thank you, [redacted]"	8/9/2016	6:09 AM					
Email	Subject: RE: MANDOYAN, DISPO SHEET, REVISED, From: [redacted], To: [redacted], [redacted] [redacted] states: "Good Morning! Will get this back to you today"	8/9/2016	9:21 AM					
Email	Subject: MANDOYAN, DISPO SHEET, REVISED, From: [redacted], To: [redacted], [redacted] [redacted] states: "Copy.. thanks. Did you get to read the case? What are your guys thoughts on the honest of his statements in his interview. Are they strong enough to charge.. or is unresolved the best route to go? [redacted]	8/9/2016	9:26 AM					
Email	Subject: RE: MANDOYAN, DISPO SHEET, REVISED, From: [redacted], To: [redacted] [redacted] states: "Hello [redacted] Do you have anything yet? [redacted]"	8/9/2016	5:48 PM					
Email	Subject: RE: MANDOYAN, DISPO SHEET, REVISED, From: [redacted] To: [redacted] [redacted] states: "Hi [redacted] Played catch up today and didn't get to do as much to the dispo as I wanted. I have an edited version, but want to review that and my notes before sending. Will send in the AM. Talk to you tomorrow, as I am heading out [redacted]	8/9/2016	6:00 PM					
Email	Subject: FW: MANDOYAN, DISPO SHEET, REVISED, From: [redacted] To: [redacted] [redacted] states: "Commander [redacted] I am attaching the version of the disposition worksheet that I sent to Advocacy. [redacted] wasn't able to finish it today. Her is the draft prior to Advocacy's edits. [redacted]	8/9/2016	6:05 PM					
Email	Subject: RE: MANDOYAN, DISPO SHEET, REVISED, From: [redacted] To: [redacted] [redacted] states: "Any update on when the final version will be done?"	8/11/2016	8:58 AM					
Email	Subject: RE: MANDOYAN, DISPO SHEET, REVISED, From: [redacted] To: [redacted] Cc: [redacted], [redacted] [redacted] states: "Good Morning, [redacted] we really need the charges. This is going to Case Review tomorrow. Please send them to myself and Commander [redacted] once they are done. Can you let us know when to expect them? Thank you, [redacted]"	8/11/2016	9:52 AM					
Email	Subject: [redacted] Mandoyan, From [redacted] To [redacted] Cc [redacted] Attachments: [redacted] Mandoyan Dispo Adv..docx [redacted] states: "My apologies, Our entire building experienced a power outage yesterday, so we could not receive or generate phone calls, or use our computer. In any manner. The dispo was completed, but I could not access it, nor could [redacted] review it. Please see attached for your review and approval. I am in the office all day until 1300 hours should you or Commander [redacted] have any questions..... [redacted] Dishonesty Charge is 'Founded'	8/11/2016	10:18 AM		No	No	Yes	No
Email	Subject: Fwd: [redacted] Mandoyan, From: [redacted] To [redacted]	8/11/2016	10:19 AM					

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Type	Action	Date	Time	Duration	El Segundo PD Report	IAB Investigation	Case Review Panel	Civil Service Hearing
Email	Subject: RE: [redacted] Mandoyan, From: [redacted], To: [redacted] states: "Thanks for forwarding. I reviewed and provided some suggested redlined edits on the attached. Please advise if you are unable to see my edits/comments." [redacted] comment in attachment: "If going for 25 days rather than discharge, this charge should be unresolved. If believe enough evidence to prove charge, recommendation should probably be discharge absent mitigating factors which do not appear to be present here."	8/11/2016	11:01 AM		No	No	Yes	No
Email	Subject: FW: [redacted] Mandoyan, From: [redacted] To: [redacted], Cc: [redacted], [redacted] Attachments: Mandoyan Dispo Adv.dt.docx [redacted] states: [redacted], Thanks for the quick review. The Chief and I concur with the recommended changes. I have also forwarded the revised Dispo Sheet to the advocacy for review and update. [redacted]	8/11/2016	11:22 AM					
Email	Subject: [redacted] Mandoyan Dispo Advocacy, From: [redacted] To: [redacted] states: "Sir, I only saw a couple of typos, which I corrected. The dispo I sent Advocacy had the false statements as 'Un-Resolved.' I see Advocacy has it in there as founded. Apparently they feel his statements (or lack of) are strong enough to support the charges being founded. Which direction are you thinking? [redacted]	8/11/2016	11:48 AM					
Email	Subject: RE: [redacted] Mandoyan Dispo Advocacy, From: [redacted] To: [redacted] states: "Unresolved……."	8/11/2016	11:48 AM		No	No	Yes	No
Email	Subject: FW: [redacted] Mandoyan Dispo Advocacy, From: [redacted] To: [redacted], Cc: [redacted], [redacted] states: "Hi [redacted] Chief [redacted] and Commander [redacted] would like the False Statement charge to be 'Unresolved.' [redacted]	8/11/2016	11:50 AM		No	No	Yes	No
Email	Subject: FW: [redacted] Mandoyan Dispo Advocacy, From: [redacted], To: [redacted] states: "[redacted] Hate to be wishy-washy, but I just reviewed the video again and it is clear he is trying to break in with the metal tool and is not using it to knock, i.e. it is clear he lied. I suspect the IG will bring this up at the Case Review. You may want to have two disposition worksheets ready, one with founded for false statements and one with unresolved. There is probably enough evidence to support the false statements. I think the reason I was good with the 25 days and going unresolved is because this is a messy case for which it will likely be difficult to convince a hearing officer that the deputy should be discharged. Having said that, his conduct does seem completely inappropriate and disturbing, particularly given the fact that he also tried to break in the [redacted] home. On the other hand (more wishy washiy-ness), [redacted] may not make a very good witness. Ultimately, I concur with whatever decision you decide to make – both ways to handle are reasonable. I would recommend the chief look at the videos of him trying to break into the house and contrast the videos with his statements about what he was doing. Respectfully, [redacted]"	8/11/2016	12:02 PM		No	No	Yes	No

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Email	Subject: RE: [redacted] Mandoyan Dispo Advocacy, From: [redacted] To: [redacted] [redacted] [redacted], Cc: [redacted], [redacted] [redacted] states: "All, Let's prepare two Dispo Sheets regarding the False Statements. One with the charge unresolved and one with the charge as founded. Thanks guys, [redacted]	8/11/2016	12:07 PM		No	No	Yes	No
Email	Subject: RE: [redacted] Mandoyan Dispo Advocacy, From: [redacted] To: [redacted] [redacted] states: "This is the reasoning behind my last email. The Chief and I agree. [redacted]	8/11/2016	12:08 PM					
Email	Subject: RE: [redacted] Mandoyan Dispo Advocacy, From: [redacted] To: [redacted] [redacted] states: "The Chief and I concur. We have directed Advocacy to prepare two functional Dispo Sheets."	8/11/2016	12:15 PM		No	No	Yes	No
Email	Subject: Disposition, From: [redacted], To: [redacted], [redacted], [redacted], [redacted], [redacted], [redacted], [redacted], [redacted], [redacted], [redacted], [redacted], [redacted], [redacted], [redacted], [redacted], [redacted] [redacted] states: "Hello, Attached for your review and approval. Ref: Case Review (Walk Through) of August 12, 2016. [redacted] Advocacy Unit"	8/11/2016	1:08 PM		No	No	Yes	No
Email	Subject: Disposition, From: [redacted], To: [redacted], [redacted], Attachments: [redacted] Mandoyan Dispo Adv.- Final.docx, image001.jpg [redacted] states: "FYI" The attached email was a single Case Disposition Sheet with a disposition designated as "Discharge".	8/11/2016	3:02 PM		No	No	Yes	No
Case Review	Mandoyan's IAB case was presented to Assistant Sheriff [redacted], Assistant Sheriff [redacted], Chief [redacted], and Sheriff [redacted]. The discharge decision was signed by all parties.	8/12/2016			No	No	Yes	Yes
Event	Mandoyan served with *Letter of Intention* regarding pending discharge action.	8/15/2016						
Event	Mandoyan received investigative materials relating to IAB# [redacted].	8/15/2016						
Event	[redacted] demoted to [redacted] and assigned to [redacted].	8/22/2016			No	No	No	Yes
Event	Mandoyan and Chief [redacted] participated in the *Skelly Hearing* .	9/6/2016						
IAB	Chief [redacted] denied overturning the Department's discharge decision after the *Skelly Hearing* .	9/14/2016						
IAB	Mandoyan discharge to be effective at the close of business on 9/14/2016.	9/14/2016			No	No	Yes	Yes
Event	*Letter of Imposition* signed by Chief [redacted] and mailed to Mandoyan.	9/16/2016						
Event	Mandoyan appealed his discharge to the Civil Service Commission.	9/26/2016			No	No	No	Yes
Event	Civil Service Commission granted Mandoyan a hearing.	12/14/2016			No	No	No	Yes
IAB	Captain [redacted], [redacted], finds Complainant's IAB case for Obedience to Laws Regulations and Orders and Conduct Towards Others-Disposition: UNRESOLVED	7/3/2017			No	No	No	Yes
Event	Civil Service Hearing began.	7/24/2017			No	No	No	Yes
Testimony	*Civil Service Hearing - Sergeant* [redacted]	7/24/2017			No	No	No	Yes
Testimony	*Civil Service Hearing - Ms.* [redacted]	7/24/2017			No	No	No	Yes

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Type	**Action**	**Date**	**Time**	**Duration**	**El Segundo PD Report**	**IAB Investigation**	**Case Review Panel**	**Civil Service Hearing**
Testimony	[redacted] *stated Mandoyan met with her and the Complainant, one-time, to eat.* [redacted] *further testified Mandoyan did not physically show up at any other time during her ride-along with the Complainant (*[redacted] *Civil Service testimony 7/24/17).* *NOTE: This contradicts* [redacted] *statement during her IAB interview (*[redacted] *IAB interview 7/13/2016).*	7/24/2017			No	No	No	Yes
Testimony	*Civil Service Hearing - Sergeant* [redacted]	7/24/2017			No	No	No	Yes
Testimony	*Civil Service Hearing -* [redacted] [redacted]	7/25/2017			No	No	No	Yes
Testimony	*Civil Service Hearing - Lieutenant* [redacted]	7/25/2017			No	No	No	Yes
Testimony	*Civil Service Hearing - Assistant Sheriff* [redacted]	7/25/2017			No	No	No	Yes
Testimony	*Civil Service Hearing - Deputy* [redacted]	7/25/2017			No	No	No	Yes
Testimony	*Civil Service Hearing - Deputy Complainant*	7/26/2017			No	No	No	Yes
Testimony	*Civil Service Hearing - Lieutenan* [redacted]	7/26/2017			No	No	No	Yes
Testimony	*Civil Service Hearing - Deputy* [redacted]	7/26/2017			No	No	No	Yes
Event	Complainant resigned from the Los Angeles County Sheriff's Department.	9/26/2017			No	No	No	Yes
Event	**Sgt** [redacted] **conducted a telephone interview with Deputy** [redacted]**.**	9/26/2017			No	No	No	No
Event	Civil Service Hearing continued.	9/27/2017			No	No	No	Yes
Testimony	*Civil Service Hearing - Deputy* [redacted]	9/27/2017			No	No	No	Yes
Testimony	*Civil Service Hearing - Complainant*	9/27/2017			No	No	No	Yes
Testimony	*Civil Service Hearing - Deputy* [redacted]	9/27/2017			No	No	No	Yes
Testimony	*Civil Service Hearing - Lieutenant* [redacted]	9/27/2017			No	No	No	Yes
Email	Subject: Mandoyan update, From: [redacted], To: [redacted] [redacted], Cc: [redacted], [redacted] Sgt. [redacted] stated: • The Hearing Officer did “not appear to be very impressed” with the Complainant’s testimony. • Three Lieutenants and two Deputies testified to Mandoyan’s outstanding performance and reputation as a Deputy Sheriff. • Two of the Lieutenants who had supervised the Complainant “testified very critically” about the Complainant’s character, “describing her as a problem employee whom they don't trust and perceive as disloyal to the Department.” • The Complainant was very “vague on dates and some facts.” • From the Hearing Officer’s comments, Sergeant Roam wrote he was “not buying the Department's DV theory and has expressed concern that it's an attempt by the Department to bolster” the Complainant’s credibility. • “As far as lying about the attempted entries into her apartment, I don't believe the Department has been able to meet its burden regarding Charge 4(b) and (d).”	9/28/2017			No	No	No	No
Event	Civil Service Hearing concluded.	9/29/2017						

*The accuracy of some dates *and times may be inconsistent based on conflicting testimony, reports, recollection, etc.*
**The above information was available as indicated; however, the information may or may not have been used at the various stages of the process from investigation to Civil Service proceeding.

					Information Accessible/Available To:			
Type	**Action**	**Date**	**Time**	**Duration**	**El Segundo PD Report**	**IAB Investigation**	**Case Review Panel**	**Civil Service Hearing**
Testimony	*Deputy [redacted] did not testify at the Civil Service Hearing.*	9/29/2017			No	No	No	No
Testimony	[redacted] *did not testify at the Civil Service Hearing.*	9/29/2017			No	No	No	No
Testimony	*Deputy [redacted] did not testify at the Civil Service Hearing.*	9/29/2017			No	No	No	No
Testimony	*El Segundo PD Detective [redacted] did not testify at the Civil Service Hearing.*	9/29/2017			No	No	No	No
Testimony	*El Segundo PD Detective [redacted] did not testify at the Civil Service Hearing.*	9/29/2017			No	No	No	No
Event	Civil Service Commission upheld decision to discharge Mandoyan. Subsequently, Mandoyan filed objections to the hearing officer's report.	1/4/2018			N/A	N/A	N/A	N/A
Event	Civil Service Commission denied Mandoyan's objections and approved the hearing officer's findings.	5/16/2018			N/A	N/A	N/A	N/A
Event	Formal order issued regarding Civil Service Commission's final decision.	5/23/2018						
Event	Mandoyan filed a Writ to Superior Court to have his appeal heard on the Civil Service Commission's findings.	8/13/2018			N/A	N/A	N/A	N/A
Event	Los Angeles County Employee Relations Commission reverts *Guidelines for Discipline* standards to pre-2013 version.	8/31/2018						
Event	Sheriff Alex Villanueva elected.	11/26/2018			N/A	N/A	N/A	N/A
Event	Sheriff Villanueva sworn-in.	12/3/2018			N/A	N/A	N/A	N/A
Event	Sheriff Villanueva received a letter from Inspector General [redacted]. The letter discussed many topics including [redacted] concerns regarding the disciplinary process.	12/4/2018						
Event	Ad Hoc Case Review panel members reviewed Mandoyan's IAB case [redacted] and reached a consensus the imposed discipline had been excessive.	12/21/2018			N/A	N/A	N/A	N/A
Memorandum	Chief [redacted] authored a memorandum detailing the panel's findings and recommendations.	12/27/2018						
Event	Mandoyan reinstated as a Deputy Sheriff. *Settlement Agreement* signed by Mandoyan and Chief [redacted]. Mandoyan agreed to withdraw Writ.	12/28/2018			N/A	N/A	N/A	N/A
Event	Modification of Mandoyan *Settlement Agreement* signed by Mandoyan and Chief [redacted]	1/17/2019						
Interview	Deputy [redacted] interviewed by ABC 7 reporters Miriam Hernandez and Lisa Bartley.	3/30/2019			N/A	N/A	N/A	N/A
Event	The Los Angeles County Sheriff's Department sent a letter to Inspector General [redacted] requesting a delay of the publication of the pending July 2019 OIG Report.	6/14/2019						
Event	The Office of Inspector General formally inquired about information in the Department's possession related to Deputy [redacted] statements.	6/17/2019						
Email	Subject: Meeting, From: [redacted], To: [redacted] Cc [redacted], [redacted] OIG [redacted] requests any evidence in the Department's possession regarding Deputy [redacted] interview.	6/18/2019	5:32 PM					
Email	Subject: Channel 7 Mandoyan Interview, From: [redacted], To: [redacted], Cc: [redacted] Chief [redacted] states [redacted] Both the taped interview and report were 'lost' and never mentioned at civil service. Please view the below attachment. Go to 1:40 seconds. https://abc7.com/rehired-la-sheriffs-deputy-speaks-out-amid-controversy/5226604/ [redacted]".	6/21/2019	9:11 AM					

*The accuracy of some dates *and times may be inconsistent based on conflicting testimony, reports, recollection, etc.*
**The above information was available as indicated; however, the information may or may not have been used at the various stages of the process from investigation to Civil Service proceeding.

					Information Accessible/Available To:			
Type	**Action**	**Date**	**Time**	**Duration**	**El Segundo PD Report**	**IAB Investigation**	**Case Review Panel**	**Civil Service Hearing**
Event	Office of Inspector General releases *Initial Implementation by the Los Angeles County Sheriff's Department of the Truth and Reconciliation Process* report.	7/1/2019		Approx.				
Event	[redacted] reinstated as a Deputy Sheriff.	7/28/2019						
Event	Office of Inspector General released *Los Angeles County Sheriff's Department Compliance with Transparency Law* report.	8/1/2019		Approx.				
Event	Los Angeles Superior Court Judge [redacted] ruling Mandoyan matter.	8/19/2019			N/A	N/A	N/A	N/A

*The accuracy of some dates *and times may be inconsistent based on conflicting testimony, reports, recollection, etc.*
**The above information was available as indicated; however, the information may or may not have been used at the various stages of the process from investigation to Civil Service proceeding.

CASE ANALYSIS REPORT

Attachment 17

[redacted]

WITNESS INTERVIEW

[redacted]

[redacted] Today's date is July 21st, 2016, and the time is approximately 1452 hours and this is a witness interview with [redacted] regarding case number [redacted] This is a telephone interview and my name is Sergeant [redacted] I'm assigned to the Los Angeles County Sheriff's Department Internal Affairs Bureau and my last name is spelled [redacted]. And Ms. [redacted] if you could please introduce yourself, first and last, and then spell your last name for me.

[redacted] My name is [redacted] my last name is [redacted]

[redacted] All right, and I am conducting an administrative investigation related to Deputy Sheriff [redacted] Do you know [redacted]

[redacted] Yes.

[redacted] And how do you know her?

[redacted] She's been a very close friend of mine for over 10 years, [redacted].

[redacted] And did the two of you attend high school together or school of some sort?

[redacted] High school, yes.

[redacted] And what I need to speak to you about is a, an incident between her and a boyfriend, are, are you familiar with a boyfriend of, of [redacted] that is named, his name is Caren Mandoyan?

[redacted] Yeah, she used to call him Carl but yeah.

[redacted] Carl? Okay.

[redacted] Yeah, it's probably 'cause…a lot of people called him Carl.

[redacted] All right, and how many times have you been around him?

[redacted] A handful, maybe, you know, three or four times.

Privacy — And I wanted to ask you specifically about a particular incident, and this would've been an incident where maybe you and Compla were at a restaurant and then Mr. Mandoyan showed up at some point, and I was wondering if you, if that sounds familiar to you and if you could tell me about that.

Witness 1 — I believe you are referring to, gosh, spring of the year before last, before they split up.

Privacy — This, this would've roughly been in, around September of 2014.

Witness 1 — Okay, yeah, that would be about right, it was like late, summer, early fall, I had gone out to visit her in Privacy, near where she was living at the time, and we were supposed to have a girl's day, and he had, he had been talking to her and, and come by when I first got there at her house, and then we were going out, he was supposed to be meeting friends, and later on he showed up at the restaurant where we were.

Privacy — And what, what happened while you were at the restaurant? Was it just the three of you?

Witness 1 — Yeah, it was just the three of us.

Privacy — And if you could just kind of tell me, you know, a little bit about what was going, what, what restaurant was it, first off?

Witness 1 — It was Privacy it's like a kind of brewery/restaurant place Privacy [redacted] down there.

Privacy — And approximately how long were you there?

Witness 1 — Well we had been there for, I don't know, maybe a half an hour before he showed up. And he knew where we were gonna be before he came there, so it was kind of a surprise when he showed up there, like, he had called her when he was already heading over and, and she told me, oh, I guess he's gonna come by, but I don't think he's gonna stay too long.

Privacy — Okay.

Witness 1 — Yeah, 'cause it was supposed to be, you know, kind of our time, he wasn't supposed to be there or anything.

Privacy — And what time of the day would this have been?

Witness 1 — This was early evening, maybe like five o'clock.

[redacted] And were the three of you drinking alcohol that night?

[redacted] Well, yeah, we each had a beer or two, well, I had one, I think [redacted] had one or two, and, and, and Caren had, had two or three, I think. I don't know, we were all, we, we were sitting there for a couple hours by the time we left.

[redacted] And did anything unique or anything happen while you were at the [redacted] between [redacted] and Carl?

[redacted] There was some tension, you know, we were all kind of hanging out and he was, he was talking to us, but you know, there was kind of some notable tension there because, you know, she kind of asked him a couple times, well, I thought you were going to meet your friends, why did you blow off your friends, you know. You know, we can see each other later-kind of thing, and, and he was like, well, I didn't feel like going and, and he just, you know, kept staying and kept staying, and at one point they got up from the table and, and went out, out to the, like, parking lot area to have a cigarette and talk privately away from me. I'm not sure exactly what happened then, but they came back and she seemed even more agitated about the situation at the time.

[redacted] And did, after they had that talk, how much longer do you think the three of you stayed at the, the [redacted]

[redacted] Not too much longer, maybe 20, 30 minutes, we, you know, finished our drinks and got the check and walked back to [redacted] apartment.

[redacted] Did you, did the, did all three of you walk back to her apartment?

[redacted] Yes.

[redacted] And what happened when you got back to the apartment?

[redacted] You know, the whole walk back was kind of, I don't know, he was, he seemed a little bit intoxicated. I didn't think he'd had too much to drink, but he seemed a little bit like he had, you know, had a little bit too much and was kind of being annoying and we got back to the apartment and, and, and they were, you know, on edge and kind of bickering a bit. We got back up there and I was supposed to have hung out for a while, but you know, it was obvious that there was just more going on with, with them at the time and it was, you know, kind of an uncomfortable situation for me, so after they were kind of arguing back and forth and they went, they went in her bedroom for a few minutes and were arguing and she came back out and I, I told her that, you know, I wasn't, you know, that I was just gonna head home. I was getting tired and, and she, you know,

she's like, are you sure, you know, you can stay if you want, I can get him to leave and like, no, you guys obviously need to talk and something's going on so, you know, just call me and let me know everything's okay and, and she, you know, we're good friends so we always check in with each other especially after a long drive, let her know, you know, that I get home safe and stuff like that. So it just, I don't know, just it seemed like there was, he was mad about something and, and she was irritated that he had kind of stepped in on our time and, and, you know, it seemed like it was gonna be kind of a typical, you know, couple fights.

[redacted] And how long would you say that you were at the apartment before you left?

[redacted] Not too long, maybe, maybe 20 minutes or so. I was kind of waiting for her to come back out so I could say goodbye and make my exit, but she walked me down to my car and he stood up at the top of her stairs right outside her front door and watched us walk to her car. So he could like see what we were doing and listen to what we were saying, and, and was kind of, you know, hollering at her from up there.

[redacted] Do, do you remember what he was saying?

[redacted] I, honestly, don't remember, it's been quite a while. I, I think it was just kind of a matter of, you know, something to gist of like he was concerned with, that we were down there talking [redacted] about him and it's like, we're just saying goodbye, like, she'll be up in a minute-kind of thing, and, you know, he just, he wasn't liking it too much.

[redacted] Was there ever any conversation about him trying to look at [redacted] cell phone?

[redacted] That was something that she had told me previously, that she had had instances where he had, you know, gone through her phone or, you know, wanted to see her emails and, you know, was suspicious of her, you know, talking to her other people, that he had kind of a jealous attitude.

[redacted] Did, did she ever tell you anything about her, about him telling her not to lock, like talk to friends or coworkers or cousins or other family members, anything to that effect?

[redacted] There was a couple times when she had kind of told me about when they were fighting that, you know, he was, he would make a point of telling her not to say things to people they worked with 'cause he was, you know, he didn't want her, you know, he didn't want her talking crap about him or saying things about him to anyone behind his back 'cause, you know, he

didn't want her to make him look bad, you know, because they know a lot of the same people are in the Department.

Privacy Are you aware of any, any incident that occurred between them after you left that night?

Witness 1 I know what she told me after the fact.

Privacy What did she tell you?

Witness 1 Well, I, I tried to call her to let her know that I got home safe, that's normally what we do, and I couldn't get ahold of her, and finally I got a text and it was something to the effect of, you know, I'm sorry if, if he made, you know, if Caren made you uncomfortable. You know, I, I hope he didn't ruin, you know, I'm sorry he ruined our girl time and I said, oh, you know, it's no problem. I mean, you know, obviously, you guys needed to talk and it's fine. Well I got a call from her later on that night telling me that that wasn't her, that he had taken off with her cell phone and she asked me what I texted because he tried to say to her that, that I complained to her and that, that I said something negative about him, and, and the situation, and, and he, and I told her, I said, no, I didn't, I said, I said, no, it's fine, you guys just obviously needed to talk it seemed a little tense, and, you know, apparently after I left, they had gotten into a bigger fight and it, you know, it reached a point where she had, you know, it had gotten semi-physical and she had kicked him out and he took her cell phone in the process and left with it in his car so he could go through it, and that was when I texted him, or texted her, not knowing he had it.

Privacy And so just as, as, as you understood it that night, when you texted what you thought was Complai it was actually…

Witness 1 It was actually Caren.

Privacy And then what did Compla tell you specifically about, you had mentioned some physical activity between the two of them, what, what was that activity that she told you about?

Witness 1 That, that they, they got in a bigger fight and were shouting at each other and, and she shut the bedroom door and locked him out and he tried to make his way through the bedroom door, and kicked, you know, a partial hole in the bedroom door, you know, that was after, you know, they had kind of tussled and she, he had torn her jeans, and, you know, she was telling him to get, you know, get into the bedroom and lock him out, I think that was at the, that was the point when he took her cell phone and stuff and, and left. I don't exactly remember how it reached that point, I just remember there was a lot of accusations going around that, you know, he

was accusing her of like not wanting him there because we were supposed to be meeting somebody and, and that, you know, that, you know, she was cheating or talking to somebody else or, and he wanted to know what she was telling me about him and, and, you know, there was just a, a lot of demands that he was making on her at the time that, you know, she was refusing to, you know, accusations that she was refusing to answer to him, 'cause she thought he was being ridiculous and she told him, so….

[redacted] Did, did she mention anything about him attempting to either choke her or punch her or anything like that?

[redacted] I, I think that happened after he came back, 'cause she tried to chase him down when he took off with her phone and walked, so she went back to the apartment and later on he came back and, and I think that that was the point when, when that happened, because she did tell me, and she, she had actually, I saw her not too long after that and I had seen she had a little bit of a bruise. You know, she, she told me that, you know, he had just kind of gone, like, just super mad and just throwing accusations at her and, and then, but then wanted to try to, I don't know, kiss her or make up with her or what, but she was, she was fighting him off and, and that's when he put his hands on her and put his hand around her neck and was, you know, I mean, obviously, he's, he overpowered her and, and, you know, it's, she ended up breaking free and I'm not sure exactly how, but got him out of the apartment and locked him out but, you know, that wasn't the only time where he had, had pushed her boundaries against her wishes, as far as like access to her home, so after that, she was just kind of afraid about trying to keep him out of there, and keeping her doors and windows locked, things like that 'cause she called me all upset that, you know, that, you know, he, they had gotten to, really gotten into it this time and, and that he had put his hands on her and, and she had to kick him out and, and, you know, told him that she didn't want to see him and, and, you know, I told her that she needed to do something about it. I told her that, you know, that that wasn't right, that she should call the police and file a report. And she didn't want to do that immediately at that time because she was worried about both of their positions, you know, being in law enforcement.

[redacted] Did, you had mentioned that after you left, that you had texted what you thought was [redacted] Obviously, to [redacted] phone, correct?

[redacted] Yeah, I texted [redacted] phone…

[redacted] And then…

[redacted] I didn't know, I thought she had it.

Privacy [redacted] And then you had mentioned that later that night you actually spoke to her, correct?

Witness 1 [redacted] Yes.

Privacy [redacted] How, how much later do you think that was?

Witness 1 [redacted] Well, I spoke to her, well, I spoke to her and found out that she, that he had had her phone and I think not too much later after that, like, maybe, like, a couple hours after I had texted her.

Privacy [redacted] And, go ahead.

Witness 1 [redacted] She, she had an old cell phone that was still working she didn't use much, I think she had ended up calling me from that phone. And, and kind of asked me if, if I had gotten a call from her phone or, or if, you know, if I had texted her and I told her, yes, I texted you that I got home, this and that, and that's how I found out that she didn't have her regular phone at that time.

Privacy [redacted] And then you had mentioned that you saw her a couple days after this incident?

Witness 1 [redacted] Yeah, it was, it was a couple days, a few days, 'cause we were supposed to be meeting up again and, and I saw her for an afternoon.

Privacy [redacted] And then you said something about bruising, what, what did you see?

Witness 1 [redacted] She had a little bit of purplish bruising on the side of her neck.

Privacy [redacted] And did you see anything else?

Witness 1 [redacted] She showed me the hole in her bedroom door.

Privacy [redacted] What, what, had that hole been there when you were there earlier?

Witness 1 [redacted] Not that I had ever seen.

Privacy [redacted] And how, what did she tell you about the bruising that you saw, how she received it or did she give you any details about that?

Witness 1 [redacted] Yeah, she, I mean, she told me that, that that night, after I had left, that they had gotten in a fight and when he had taken off with her, her phone, and, and, you know, that he had, that Caren had done it, that he had put his hands on her and she kind of got in a struggle with him and at, that's,

you know, when she locked herself in the bedroom is when he kicked, you know, tried to kick in through the door and made a, you know, a hole in one side of the door.

[redacted] Did, did, did [redacted] ever send you any photographs or videos or any audio recordings, anything like that, about things that she was documenting related to what was going on between the two of them?

[redacted] She didn't send them to me, but she told me about them.

[redacted] That, that she was making them or, I mean, what did she tell you?

[redacted] She, she told me, 'cause when I told her that she needed to do something about protecting herself from him, if that's the kind of person he was gonna be, she said she took pictures and, you know, told him that if, you know, if he ever came around again that, you know, she would use the pictures, you know, and file a report.

[redacted] Did, did she ever show you the pictures or she just told you about them?

[redacted] She told me about the pictures.

[redacted] And did she ever tell you about anything about videos that she made or anything like that?

[redacted] She told me about a video she made of another incident when he tried to break in to her apartment through the bathroom window, and there was, he was, you know, screaming at her and trying to get in and, 'cause he knew the bathroom window didn't latch, and was trying to climb in through it and knocking things down, and throwing shampoo bottles, at her as she was yelling at him to, you know, to get the hell out and she videoed it, because he wouldn't go away, and told him that she was gonna call the cops. Meanwhile, I think that's, at that time, a neighbor or somebody had, had called the, the cops or, called her about calling the cops because they heard the commotion.

[redacted] Did, did, did you ever witness, were you ever present and witnessed any physical things between the two of them?

[redacted] I never, personally, witnessed any, like, physical assault or altercation between the two of them.

[redacted] Did, let's see. Is there anything maybe I haven't asked you that, that you're aware of, that is in relation to, obviously, the things that we've been talking about, things that I would be looking into?

Witness 1 I can tell you that, I mean, I did witness that he had a very jealous personality when it came to her, that, you know, he had, I mean, I didn't spend a lot of time around the two of them directly, it was, it was most, most of what I know is coming from my friend, who, you know, I became concerned about what she was telling me, but I know that even after the physical incident, that you have been asking about that he showed, he kept showing up at her apartment, that he, you know, made threats about how if she did anything, that he'd ruin her career and he'd make sure everyone in the Department knew that, knew that she was a Exp and, you know, that he knew people up high and that he would, and he would make sure that her career wouldn't go any, anywhere, and he'd ruin her, and, you know, he kept showing up at her apartment for months.

Privacy After they broke up?

Witness 1 (Talking over). Yeah, after they broke up.

Privacy And, all right, is, is there anything else that you think would be of interest that you can recall about this?

Witness 1 I mean, I know I can't speak directly to specific incidents but I can tell you I know my friend this isn't something that she would, that she took lightly in filing a report, first of all, and second of all, that, you know, it's not something that she would exaggerate or make up. And I know the kind of person she is, she is, you know, she's a strong person, she prefers to handle things on her own, so the fact that she felt threatened, fear enough to finally do something about it and take legal action, I take very seriously and I would, you know, I became very worried for her safety and the fact that she felt like she wasn't safe in her own home.

Privacy And you had mentioned earlier, a couple times, that you had told her that she needed to report this stuff, you know, you know, closer to the time of when things had happened, and what was her response to her, to you when you would tell her that?

Witness 1 That she was terrified of making things worse if she did file something. She was afraid that he would escalate things if she did file, because threatening his job he would've taken so seriously, that she really thought that, you know, if she could handle things on her own and that he would, you know, eventually give up and go away, but when, and, and she didn't want to smear either one of their needs if she could avoid it, you know? If, it's a, it's kind of a small world within, within a Department, and people talk, and she didn't want to, you know, become them to talk about them so just between that and just being afraid that, you know, he, he got wind she was filing something, that it would make the situation worse, not better, because she was afraid that, you know, as a police officer, and someone

who, who carries a gun and, and things like that, that, you know, he could get any, that he could get around the regular type of protections, and, you know, she just didn't think it would help she thought it would make things worse, so for a long time, she just tried to deal with it in hopes that he would go away and that the threat of her having evidence was gonna be enough to keep him away and get back on, you know, the right path and staying away from her.

Privacy All right, is there anything else as, as we conclude?

Witness 1 Not that I can think of.

Privacy I show the time as, let me take a look at the clock here, 1519 hours, and that's gonna conclude the interview.

Witness 1 Okay.

End of interview.

CASE ANALYSIS REPORT

Attachment 18

BEFORE THE CIVIL SERVICE COMMISSION

OF THE COUNTY OF LOS ANGELES

[redacted], HEARING OFFICER

CERTIFIED COPY

IN THE MATTER OF THE DISCHARGE, EFFECTIVE SEPTEMBER 14, 2016, OF:	)	
CAREN MANDOYAN,	)	CASE NO. [redacted]
FROM THE POSITION OF DEPUTY, SHERIFF'S DEPARTMENT,	)	
Appellant.	)	

TRANSCRIPT OF PROCEEDINGS

Los Angeles, California

Wednesday, July 26, 2017

Reported by:
[redacted]
HEARING REPORTER

dispatching calls.

Q Okay. And how often would he do that?

A That was the only time that I know of.

Q That he was dispatching calls?

A Yeah.

Q Okay. So I want to take you to September of 2014 and ask you about an incident that happened after you went to [redacted] Do you know what incident I'm talking about?

A Yes.

Q Okay. Can you tell us what happened?

A So leading up to that event?

Q Yes.

A Okay. So my girlfriend [redacted] came out from [redacted] and her and I walked over to [redacted]. And Caren had told me earlier that he was going to be going out and meeting friends for drinks.

And I said, "Okay, you know, that's great. This is where I'm at. I'm at [redacted] with [redacted]. If you want to stop by and have a drink, you're more than welcome to stop by and have a drink with us."

So he came over and met us at [redacted] and continued to, you know, have a drink with us, and he never, you know, left. He never went anywhere with his

friends. He stayed the entire time. And my girlfriend and I were talking about -- just reminiscing about high school. And I remember the conversation just getting really contentious with him. He was getting aggravated over us talking about high school and just high school experiences.

It got really uncomfortable, to a point where we just decided to go back to my house. And he had been drinking, and he had driven his vehicle there. He had been drinking, so he walked back to my apartment with us. And it was just an uncomfortable experience. He was, you know, it was just uncomfortable.

My friend felt that, you know, it was an uncomfortable situation. So when she got back, she left. And then he and I proceeded to get into an argument. He was again -- I'm sorry.

Q Just let me stop you real quick. You said this was a very uncomfortable situation. Why was it uncomfortable?

A Just the comments that he was making was just -- the comments and demeanor and the questions he was asking regarding what we were talking about in high school, regarding, you know, high school. He was just angry about it, and she was uncomfortable. And it was an uncomfortable -- just, you know, left a sour taste in all

CASE ANALYSIS REPORT

Attachment 19

[redacted]

COMPLAINANT INTERVIEW

DEPUTY [redacted]

[redacted] Detectives [redacted] Detective [redacted] with [redacted] It's case [redacted] on 7/20/2015, at 9:43 hours. Okay. So you have the report. It's actually pretty detailed, the officer that took it. Tell us a little about your relationship with Mr. Mandoyan.

Coversheet only. Not Relevant to attachment content. Added to document date & time of interview. See following page(s)

[redacted]

Privacy Okay.

Complaint I just, and I just, "Give me my phone and leave. You know, I don't want you here. You were supposed to go with your friends. Like, why are you even still here?" And so, you know, it just, it turned into him pushing me and me trying to get my phone and then him grabbing me by the back of my neck and then taking me over to the couch, and like just kind of holding my, like the back of my neck and like holding me into the couch. And he was like…

Privacy So he's holding you down, pushing you down?

Complai Yeah, holding me down, pushing me down. So and I'm kind of, you know, trying to fight him off. So at some point I'm able to like flip over on my back, and I'm like trying to kick at him to get him away from me. And he grabbed my jeans, like grabbed my pants, and just ripped them completely from the button all the way down to the legs.

Privacy And ripped them off?

Complai Yeah, like just ripped them.

Privacy Okay.

Complai So…

Privacy …and why did he do that?

Complaint I don't have any idea. It was just like just a rage and then it was like a, he just got really destructive, really…

Privacy So after he ripped, after he ripped your jeans…

Complai Yeah. So after…

Privacy …he didn't try anything else after that?

Complai No. Like after he ripped my jeans, I was still like trying to fight him off. And then he, then he strangled me like from the front, and it was just a…

Privacy Was it a two-hand one or it was one?

Complai I want to say it was just one hand. And I want to say it was just the one. And then…

Privacy		How long was that for?

Complaint		I don't know. It was, I want to say it was anywhere between 15, 30 seconds. I don't know.

Privacy		Did you have a hard time breathing while you're like that?

Complaint		Yeah, yeah.

Privacy		So you were, you were very scared at that point?

Complaint		Yeah, I was very scared at that point. I told him, Privacy his name's Privacy right?

Privacy		Uh-huh.

Complaint		Like all I thought was like this is how it is going to end.

Privacy		So you didn't feel like you were going to lose consciousness at all?

Complaint		No. I didn't feel, I mean…

Privacy		But you felt like you couldn't breathe?

Complaint		I felt like I couldn't breathe. I hadn't reached that point where, you know, I'm going to lose consciousness. I just, just specifically remembering thinking, I can't friggin' believe this is, I'm going to die. I'm going to…

Privacy		So you felt like you were going to die?

Complaint		Yeah. Like I can't, this is, because he was just in this crazy blackout rage.

Privacy		Uh-huh.

Complaint		And, I mean, I had never seen that, that type of violence. I had never, you know, up until that point, he's just controlling and manipulative, and he had never gotten hands on.

Privacy		And that was the first time he actually got physical?

Complaint		Yeah, yeah. So…

Privacy		What did he say to you afterwards?

Complaint		Oh.

[redacted] Because [redacted] puts on here that…

[redacted] Yeah, like his apology.

[redacted] Or "Look what you made me do [redacted]

[redacted] Oh, yeah. No. He's like, yeah, "Look what you made me do."

[redacted] This is while he's doing it?

[redacted] Yeah. He's like, I don't know, as far as like you [redacted] and stuff like that and him saying that, and then it was, "Look what you're making me do. Look what you're making me do." And then after I got him off me, I ran into the bed, in the bedroom trying to [redacted] sorry.

[redacted] That's all right. No, go.

[redacted] It’s not going anywhere is it? It’s just for your purposes, because I’m cussing a lot (laughing).

[redacted] But it does matter. Look, as long as you…

[redacted] As long as were not the ones doing it.

[redacted] …the way you explain it, you're good.

[redacted] Okay.

[redacted] I mean, that's the easy way to explain it. Go, you just, it's pretty much us talking.

[redacted] All right. Sorry for (INAUDIBLE).

[redacted] This is a crazy experience you went through.

[redacted] Yeah.

[redacted] So we understand that.

[redacted] Yeah. So I tried to close the door on him, and he like puts his foot through the door pretty much to stop me from getting away from him.

[redacted] Uh-huh.

[redacted] At some point, he, at some point, he went into my closet, was trying to like rip up my clothes in my closet too like he was trying to rip [redacted] off of

CASE ANALYSIS REPORT

Attachment 20

[redacted]

COMPLAINANT INTERVIEW

DEPUTY [redacted]

[redacted] Okay. Today's date is June 24, 2016 and the time is 0713 hours. This is a witness interview with Deputy [redacted] regarding case number [redacted] We are at TST in a conference room and my last name is spelled [redacted]. And, Deputy [redacted] if you could please introduce yourself, first and last, and then spell your last name.

[redacted]

Complai	He and I got into an, like he started yelling at me and I told him to leave, you need to leave. He tried to grab my phone and I tried to grab my phone back. And that's when he like threw me around and like strangled me and ripped my pants and…

Privacy	All right, so let's break it down and be very specific about this incident, what happened. The incident happened inside your apartment, right?

Complai	Uh-huh.

Privacy	In what room?

Complai t	The living room.

Privacy	Okay. And then what, how did this physical incident occur? How did it start between the two of you?

Complai t	It started because I told him to leave. And then he came up to me and grabbed my phone and then I tried to grab my phone back and then he pushed me off of him.

Privacy	Okay.

Complai t	And I reengaged, trying to get my phone, like you need to just leave. It's over, get out of my life. Like this is, you're getting mad over a conversation that her and I are having in, about high school, like…

Privacy	What was the issue about high school?

Complai t	I don't even remember the issue about high, it was just, I remember the conversation was all about high school. She's my childhood friend, so we were just kind of talking about school and growing up and he, for some reason, just, I don't know. I have no idea. He grabbed my phone. I grabbed my phone, tried to grab my phone back. He threw me off of him and I said, give me my phone, you need to leave. And he said no, I'm not leaving, I'm not going anywhere. I'm not giving you your phone back. So I tried to grab it again and then he pushed me and like pushed me onto the couch and I'm like, you know, trying to defend myself, like put my legs up and not really kicking, but just trying to push him off of me. And he put his hands around my neck and…

Privacy	Now, you talked about going onto the couch.

Complai	Yeah.

Privacy	And then pushing your feet towards him?

Complai	Yeah.

Privacy	When you were on the couch, were you on your back…

Complai t	Yeah.

Privacy	…your side?

Complai	I was on my back.

Privacy	Okay. And so he's standing over you?

Complai t	Yeah.

Privacy	And then you're using both of your feet to keep him away from you?

Complai	Right. But he was, yeah, he was, but he was like already kind of over me.

Privacy	So when he's pushing on you, or when you're pushing on him with your feet, is he in contact with you…

Complai	Yeah.

Privacy	…with his hands?

Complai	Yeah.

Privacy	And where are his hands at that point?

Complai t	They were around my neck.

Privacy	Both hands?

Complai	Yeah.

Privacy	All right. And so I just want to make sure I understand this. You're on the couch on your back, you're basically pushing your feet up on his front portion of his body, right?

Complai t	Yeah.

Privacy	Like his chest?

Complai Yes.

Privacy Okay. And then he has both his hands around your neck?

Complai Yeah.

Privacy And then did he, at this point, are you having difficulty breathing?

Complai Oh, yeah.

Privacy All right. Were you, could you not breathe?

Complai I mean, it was very difficult to breathe.

Privacy Okay.

Complai Like I was, yeah, like I couldn't really get any air. Like…

Privacy Were you, did you have the ability to talk to him or, you know…

Complai No.

Privacy …tell him to stop?

Complai No.

Privacy You couldn't talk?

Complai No.

Privacy All right. At some point, did you pass out?

Complai No, I never passed out.

Privacy Okay. And how did the incident, okay, so you're in this position of being on the couch on your back. You're pushing up on his upper body with your feet, right?

Complai Yeah.

Privacy He's got his hands around the neck. Then what happens?

Complai He let go and I was able to run into my bedroom and I closed the door and tried to lock the door.

[redacted] Okay.

[redacted] And he put his foot in the way and punched this big ole hole in my door.

[redacted] Okay.

[redacted] And…

[redacted] Was that from him, was it a kick or like did he put the foot there and then you were trying to close the door?

[redacted] It was -- he just put his foot out, so…

[redacted] Like on the floor?

[redacted] Well, he put, yeah, he put his foot out…

[redacted] Between the doorjamb…

[redacted] Yeah.

[redacted] …and you trying to close the door?

[redacted] No, like at the door, not even at the jamb. Just kind of like at the door to try to like stop me from…

[redacted] Okay.

[redacted] And the door broke and then he started screaming and saying that his foot was broken or hurt or whatever. And I basically was like, oh, well, you know, you need to leave, like leave me alone, you're crazy. And I opened the door, at some point, I opened the door and I just said, you need to go. It's over. I don't want anything to do with you. You will never put your hands on me again. You need to leave. And then he started apologizing, but he's still, I said, you can say sorry all day long, basically, but you need to leave. Get out of my house. And he left and he took my phone with him.

[redacted] Okay. And you had mentioned that he ripped your jeans, right?

[redacted] Yeah.

[redacted] Okay. Did that occur out in the living room or in the bedroom?

Complai t | Yeah, that occurred in the living room.

Privacy | Okay. And…

Complai | During that whole struggle.

Privacy | When you moved from the living room to the bedroom, did you not have your pants on or were they just damaged and…

Complai | They were just damaged.

Privacy | Okay. Were the pants ever pulled off of you completely?

Complai t | No.

Privacy | Okay. At any point, did you feel that, what was going through your head as this was occurring?

Complai | This guy's crazy. He's literally going to kill me right now over…

Privacy | So you were thinking he was attempting to kill you?

Complai t | Yeah, I mean, he's strangling me and not like…

Privacy | Did you ever think that maybe he was, was there ever an issue with him like attempting to rape you?

Complai t | No.

Privacy | Okay. There was no mention of sexual…

Complai | No.

Privacy | …talk, anything like that?

Complai | No, no.

Privacy | Okay. And the cellphone, when you were in the living room and then you ran into the bedroom, was the cellphone, did you have it with you the whole time?

Complai | No, I didn't have it at all.

Privacy | Okay. Did it, at some point, did he have it pulled from you or did it fall?

[redacted] I never was able to gain control of the cellphone after he took possession of it at the beginning of that whole, like I never could get it back.

[redacted] Okay.

[redacted] So I don't know if he, I think he had it like in his pocket or something and I, at that point, I just was like, I don't, [redacted] the cellphone. I want you out of my house, goodbye.

[redacted] All right. And how, how long of a time period to you think he was choking you for?

[redacted] I don't know.

[redacted] Do you have an estimate?

[redacted] Like less than a minute.

[redacted] Okay. When he made, did he eventually enter the bedroom?

[redacted] No, I don't, I mean, it was kind of right there at the threshold of the living room and the bedroom.

[redacted] Okay. Did he, was there ever him throwing clothes or something to that…

[redacted] Oh, yes, that's right, he did. Thank you. He went into my closet and like started trying to rip up all my clothes in my closet.

[redacted] In the bedroom?

[redacted] Yeah.

[redacted] Okay.

[redacted] So he did make it into the bedroom at some point. I don't know like at what point during, where it happened, but he did. He went into my closet and he tried to rip all my clothes up.

[redacted] Okay. And I just want to be clear on this. [redacted] was the girl that was with you earlier, right?

[redacted] Yeah.

Privacy — But was she there?

Complai — She was not there. She left.

Privacy — Was anyone else…

Complai — No.

Privacy — …there at the time of this?

Complai — No.

Privacy — And did you take photographs related to this incident?

Complai — Yeah, I took photos of my injuries with a different cellphone.

Privacy — Okay.

Complai — That wasn't working.

Privacy — Did you take photographs of the door?

Complai — I might have. I'm sure I did.

Privacy — And did you take any photographs of the clothing, like your jeans?

Complai — I don't think I took pictures of my jeans.

Privacy — And did you take any pictures of the scene? Like you described he was throwing some clothing from the closet?

Complai — He never threw it.

Privacy — Oh, okay.

Complai — He just went into the closet and was trying to rip clothes that were on the hanger.

Privacy — Okay. But he wasn't throwing them to the floor?

Complai — No.

Privacy — Okay. So you didn't take any pictures of like the closet area, anything like that?

Complai [redacted] No, I didn't take anything like that.

Privacy [redacted] All right. And then so when he, he eventually left, right?

Complai [redacted] Yes.

Privacy [redacted] With your phone?

Complai t [redacted] With my phone.

Privacy [redacted] Did you consider that like a robbery?

Complai [redacted] I mean, is it? It's more like a 211 at that point, but…

Privacy [redacted] Well, I mean, he forcefully took something from you, right?

Complai t [redacted] Yeah, no, absolutely. But, you know, again, I had this fear of him and who "knows" and I didn't want to open that can of worms. I didn't want to open Pandora's Box. Like I was afraid of him. I was afraid of, you know, he always threatened me with who he knew and I…

Privacy [redacted] Did he ever name any people that he knew that would protect him or anything like that or did he just make innuendos?

Complai [redacted] No, he named names. I just, I don't remember these names.

Privacy [redacted] Okay.

Complai t [redacted] So…

Privacy [redacted] You don't remember any names?

Complai [redacted] I don't really remember any names.

Privacy [redacted] Okay. And what time of day did this incident occur?

Complai [redacted] Like early evening.

Privacy [redacted] All right. And you had mentioned that he had a few drinks?

Complai t [redacted] Yeah.

Privacy [redacted] What kind of drinks did he drink that night?

Complai t [redacted] Just beer.

[redacted] And then what about you, you had some drinks that night?

[redacted] I had a beer.

[redacted] Okay. And what about your friend, [redacted]

[redacted] She had, yeah, she had a beer.

[redacted] Okay. And just to be clear, you, on the date of that incident, you never called El Segundo…

[redacted] I never called El Segundo. I never called anybody.

[redacted] All right.

[redacted] And I wouldn't, I did have any means to call anybody.

[redacted] Do you remember any specific comments that he made during that incident?

[redacted] No.

[redacted] You talked about him being like in a rage, right?

[redacted] Yeah, he probably called me a [redacted] and I don't know.

[redacted] When this incident occurred…

[redacted] It was so long ago.

[redacted] When this incident occurred, would you say the two of you were yelling at each other?

[redacted] Yeah, there was definite yelling going on.

[redacted] Okay. And then you talked about you were on the third floor by yourself, right?

[redacted] Yeah.

[redacted] The only apartment?

[redacted] Yeah.

[redacted] Were you close friends with any apartments that were close to you underneath?

[redacted] No.

[redacted] Okay. Do you recall any comments like, “Look at what you made me do, you [redacted] something to that effect?

[redacted] Oh, yeah, yeah. That was a frequent one.

[redacted] And then did he ever punch you or kick you, anything like that or was it strangling and exclusively…

[redacted] I just remember the strangling.

[redacted] All right. And then as far as force that you used, you talked about pushing back, right?

[redacted] Yeah.

[redacted] And then pushing with your feet.

[redacted] Right.

[redacted] Anything else that you recall?

[redacted] No.

[redacted] Did you ever punch him or anything like that?

[redacted] I mean, I might have. I, just trying to get away, trying to get him off of me. I don't…

[redacted] Okay. I have some pictures, that I'd like to do right now, to show you. See if these are the photos that you took of yourself related to this particular incident. And so I have here seven photographs and so I'm looking at this photograph. Is this a picture of you, your facial area?

[redacted] Yeah, yeah.

[redacted] And is this related to the incident that night?

[redacted] Yes.

Privacy And if you could, could you circle the area that you were trying to show when you took this picture? Okay. Any other thing on this picture?

Complai I mean, it's kind of here, but…

Privacy Okay. And then here's another picture, like a side of your face. And if you could circle what you were trying to capture. And then here's a picture of you holding up, is that your right arm?

Complai Yes.

Privacy Okay. All right. And then here's another picture. Would this be your left arm?

Complai Yeah.

Privacy I see a small tattoo on your wrist there?

Complai t Yes.

Privacy Okay. And then here's a picture of your upper chest, neck, face area. What, okay. And then here's another picture of your neck area and it looks like there's a small tattoo on your shoulder there?

Complai t Yeah.

Privacy Okay. And then here's another picture of your neck and facial area. All right. And so these are the pictures that you spoke of that you took after the incident on a separate cellphone right?

Complai t Yes.

Privacy And so did he know about that other cellphone?

Complai No.

Privacy And you've described it as being an older cellphone?

Complai Yeah, it was my cellphone, so it didn't work. It was the only, like I had cameras in the house, but I couldn't find a charger to charge them.

Privacy Okay.

Complai t And so I knew I had that other cellphone so I just turned that thing on and took the pictures with that.

[redacted] Did you ever, did you call [redacted] after this incident and let her know what happened after she had left?

[redacted] No, no.

[redacted] Okay.

[redacted] I never told anybody.

[redacted] About this?

[redacted] Right.

[redacted] Okay. And as far as the cellphone that you took these pictures with, I just want to be very clear on this. It was a cellphone that still worked, camera, stuff like that.

[redacted] Yeah.

[redacted] It just activated for the phone part, right?

[redacted] Correct.

[redacted] All right. And Mandoyan didn't know about this?

[redacted] No.

[redacted] Okay. Could you just do me a favor and, you know what, I'm going to, if you could just place your name and numbers or if you want to initial and your employee numbers on it just so that it'll be identifiable as the pictures that we viewed during the interview. And then when you reported this incident to the Department, did you, at some point, send copies of any photographs to like the Intake Unit?

[redacted] Yeah.

[redacted] Okay. And so what I want to do is show you an email with some pictures of a door and I want to see if these are the pictures you spoke regarding the door.

[redacted] Yeah.

[redacted] And this is the door leading into your bedroom, right?

Complai — Yes.

Privacy — All right, could you do me a favor and initial and put your numbers on that? Okay. And then did you also at some point take a picture of Mandoyan's car?

Complai — I did.

Privacy — When did you take that picture?

Complai t — I took that picture, it was in the winter time, I wanna, it was like either…

Privacy — Do you remember like month or year?

Complai — It might have been in November, November, early December 2014.

Privacy — Right before the relationship ceased, right?

Complai t — Right before, yeah.

Privacy — Okay.

Complai — And he was parked at Privacy.

Privacy — And I'm going to show you a picture that I have. Is this the picture of like a Privacy car with a Privacy?

Complai — Yeah.

Privacy — Okay. Could you do me a favor and just, and what was the reason that you took a picture of the car at this time?

Complai — Because I, his car was there and I called him and he, to say, hi, what are you doing, where are you, and he told me that he was in the bathroom at home, didn't feel well. And so I said, that's interesting because I see your car. It's parked here at Privacy.

Privacy — And this, were you on-duty at the time?

Complai — Yeah, I was on-duty.

Privacy — And do…

Complai — Just doing a normal patrol check of the parking lot and I'm like, wait a second.

Privacy So you called him.

Complai Yeah.

Privacy And he told you he was at home in the bathroom?

Complai
t Yeah.

Privacy But you found his car…

Complai Right, so then he was like, I know, I know I'm there. I just wanted to see what you would say. I saw you, you know, I saw you patrolling and I saw you over at my car.

Privacy All right. And did he, did the two of you, after you confronted him, like I can see your car here, did you actually physically meet?

Complai Yeah, I think we probably, I think we did. I think he came up to the station or something along those lines.

Privacy Okay. And, all right. At the time of this struggle in your apartment and he took your cellphone, did you have a landline phone in there at the time?

Complai No.

Privacy Just, you just operate off your cellphone?

Complai
t Yeah.

Privacy Okay.

Complai
t I was able to, well, I went on my phone, well, at that point, I had an iPhone so I went to try to track my iPhone…

Privacy With this incident?

Complai
t With that incident, yeah.

Privacy Okay.

Complai So I do the whole Track My iPhone thing, but he had, he had turned it off or I had turned off the whole Track My iPhone thing because he had

downloaded a Track My iPhone app on his phone, so he was able to see where I was all the time.

Privacy [redacted] Did, at some point, did you give you him your, you know, your Apple account ID and password?

Complai [redacted] No.

Privacy [redacted] How would he have gotten in to be able to track your phone?

Complai [redacted] I don't know.

Privacy [redacted] Okay.

Complai [redacted] I have no idea, unless he got into the phone and…

Privacy [redacted] How do you know that he was tracking your iPhone?

Complai [redacted] Because I would turn it off and he would call me and say why'd you turn off your Track Your iPhone?

Privacy [redacted] Okay.

Complai [redacted] Why are you looking at my iPhone, like where I'm at.

Privacy [redacted] Okay. And after this struggle, did you get your cellphone back from him?

Complai [redacted] Yeah, I got it back, but he didn't have, so I just decided I'm going to drive over to the vicinity of where he was parked, like over by Privacy [redacted]

Privacy [redacted] How did you know he was parked over there or were you just taking…

Complai [redacted] I was just taking a guess.

Privacy [redacted] Okay.

Complai [redacted] So I literally just drove the blocks…

Privacy [redacted] Okay.

Complai [redacted] …until I saw his car and pulled up next to him and said I need my phone back. This is, you know, it's over. There's nothing in my phone, obviously, as you can see, you know. I want my phone back. So then

he drove to my house and I didn't let him upstairs and I just said it's over, like, you crossed the line. You put your hands on me, you know. You need to just go. It's done, like there's no coming back from this. And he probably sat out there for a good hour begging me not to leave him and I won't do it again and I'm sorry and blah, blah, blah.

[redacted] At what point did he give you your phone back?

[redacted] Oh, right away.

[redacted] Oh, like when you found him over at [redacted]

[redacted] At my house.

[redacted] Okay. But then after he gave you the phone back, he sat out in the car roughly for another hour?

[redacted] Yeah.

[redacted] And when you say that he was like give me another chance and all that, did you stay near his car or was he calling you or…

[redacted] No, I stayed downstairs because again, I just wanted it to be amicable. Like I just wanted him to leave me alone and not be afraid of him.

[redacted] Yeah.

[redacted] You know, so it was kind of one of those things, like all right, I'll just appease him. I'll have another cigarette with you, you know, but this is it. You've got to go. You know, trying to calmly get him to leave because I didn't want it to escalate into a whole other [redacted] show.

[redacted] Okay.

[redacted] Sorry.

[redacted] And was there an incident in December of '14 where he attempted to break into or enter your…

[redacted] …yeah...

[redacted] …apartment? Okay. So tell me about that incident.

[redacted] Well, he showed up at my work and wanting to talk.

CASE ANALYSIS REPORT

Attachment 21

[redacted]

TELEPHONE CALL

DEPUTY [redacted]

Dispatch: Police Dispatch. May I help you?

[redacted] Yeah. I need to have someone come out and take a report.

Dispatch: What kind of report?

[redacted] It's like a stalking and like domestic violence, and my ex tried to break into my house.

Dispatch: Okay. What's your address?

[redacted] It isn't emergent. It's [redacted]

Dispatch: [redacted]

[redacted] Yeah. (INAUDIBLE).

Dispatch: When did this happen?

[redacted] Well, it's happened over the last eight months.

Dispatch: What happened that made you dial today?

[redacted] Well, I'm, I'm a deputy; he's a deputy. And he wouldn't, he hadn't stopped leaving me alone, so I had to get our Department involved. And I filed a restraining order today, and he was relieved of duty on Friday. And our Internal Criminal Affairs needs me to get a police report.

Dispatch: Okay. For what agency?

[redacted] L.A. County.

Dispatch: And what's your name?

[redacted] [redacted]

Dispatch: Your last name? [redacted]

[redacted] [redacted] yeah.

Dispatch: What's your phone number?

[redacted] [redacted]

Dispatch: So he didn't make any, any threats or show up there today at all?

[redacted] No.

Dispatch: Okay. I'll send an officer over.

[redacted] Thank you.

Dispatch: All right.

End of telephone call.

CASE ANALYSIS REPORT

Attachment 22

[redacted]

SUBJECT INTERVIEW

DEPUTY CAREN MANDOYAN

[redacted] All right, today's date is July 14, 2016 and the time is approximately 1052 hours. My name is Sergeant [redacted]. I'm assigned to the Los Angeles County Sheriff's Department Internal Affairs Bureau, which is commanded by Captain [redacted]. This is a subject interview with Deputy Caren Mandoyan regarding case number [redacted] We are at the IAB office building in interview room C. My last name is spelled [redacted] and, Deputy Mandoyan, if you could introduce yourself, first and last, and then spell your last?

Coversheet only. Not Relevant to attachment content. Added to document date & time of interview. See following page(s)

[redacted]

Privacy All right. And then you started to bring up an issue of some documentation that you had viewed that had a potential date, is that correct?

Mandoyan: Right.

Privacy And what was the documentation that you're aware of, of this incident?

Mandoyan: The restraining order that I was served with that had the allegations and she had a September 1 date and I don't know how she, how this September 1 date came about. The only that could ever, anything about September was September 3, I had Privacy and I was out of commission for a few weeks and it was Complaint you know, that took care of me. So I don't know any, I can't think pinpoint September 1 because nothing occurred.

Privacy Okay.

Mandoyan: And then these allegations, I've never laid a finger on this girl and it's troubling, because I really care for this person and I would never jeopardize my career or any, in any shape or matter, as far as hurting, you know, put myself and my livelihood in danger.

Privacy All right. Was there ever an incident in later December of 2014 where you knocked at her door and she didn't answer and then you tried to get into the apartment?

Mandoyan: I tried to get into the apartment?

Privacy Yes.

Mandoyan: No. If you're referring what she indicated in the restraining order, sarge…

Privacy Well, don't speculate. Go ahead and ask the question so we had a precise record here.

Mandoyan: Okay.

Privacy Was there any, was there ever any incident where you were like aggressively knocking at the door in December, after the, or around the time that the relationship was ending? And you described it as being late December of 2014, correct?

Mandoyan: I believe so, right.

[redacted] Was there any incident where you went there and you were like pounding aggressively on a door or a window, something to that effect?

Mandoyan: I wasn't pounding aggressively. I might have knocked on the door. I might have knocked on the door. I was never pounding on it.

[redacted] Okay. Was there ever a time where you were trying to forcibly enter her apartment through the sliding glass door?

Mandoyan: No, I was knocking, trying to make noise. She locked me out that day. We were inside. We had gotten into a little verbal argument and she locked me out with my backpack and my keys inside. So I was trying to get her attention to come and let me in. And I had a broomstick and I started tapping, not even the sliding glass door side, the side that's solid on the side, and I was tapping to get her attention, like, [redacted] come let me in. And she'd come over and it's like, no, no, go away. I said let me in so I can get my backpack and my keys and we're talking back and forth. It was really an immature and childish argument. And so she took her phone out and said, well, I'm going to film and so I'm going to film you. So we're both standing in front of the glass filming each other and then she went back inside and came back and opened the door and everything was fine. Then we watched the video and we were both laughing about it because when she walked away, so did her cat, [redacted] And that was...

[redacted] The cat exited the apartment?

Mandoyan: No, no, no, she was inside. We were talking to each other from the glass...

[redacted] Through the glass?

Mandoyan: Through the glass, right. And that was it.

[redacted] Okay. So she was inside, you were outside?

Mandoyan: Yes.

[redacted] And then what did, you were talking about the cat walked away. What do you mean by that?

Mandoyan: She, well, when she came to the window...

[redacted] The cat?

Mandoyan: No, when [redacted] came to the door, she was, you know, we were talking and I'm like, can you let me in so I can get my backpack and my keys so I can leave and she was like, no, no, it was silly. Then she, as soon as we both stopped filming each other, she came back and let me in and that was the end of it.

[redacted] Were, did you do...

Mandoyan: I was never trying to break in her place.

[redacted] Did you use any type of instrument to try and get into the apartment?

Mandoyan: No, sir. I was tapping the window with the broomstick.

[redacted] Okay.

Mandoyan: Not, the solid portion of it. The left side of the door would slide and then the right side of the door, which I was tapping, was a solid portion. There's no way I could have even attempted to get into the solid portion.

[redacted] And just to be clear, your recollection is that you just used a broomstick?

Mandoyan: Yes, sir.

[redacted] Was there any other implements or anything out on the patio that you may have used trying to get into the apartment?

Mandoyan: No, sir, just the broomstick. She had like weights and other things and whatnot, but no.

[redacted] You said weights?

Mandoyan: She had a, she had a big patio and...

[redacted] Well, I'm just asking, did you say wades or weights?

Mandoyan: No, no, weights, like working out weights.

[redacted] Like workout weights.

[redacted] Dumbbells or something?

CASE ANALYSIS REPORT

Attachment 23

BEFORE THE CIVIL SERVICE COMMISSION

OF THE COUNTY OF LOS ANGELES

[redacted], HEARING OFFICER

CERTIFIED COPY

IN THE MATTER OF THE DISCHARGE, EFFECTIVE SEPTEMBER 14, 2016, OF: CAREN MANDOYAN, FROM THE POSITION OF DEPUTY, SHERIFF'S DEPARTMENT, Appellant.	CASE NO. [redacted]

TRANSCRIPT OF PROCEEDINGS

Los Angeles, California

Wednesday, July 26, 2017

Reported by:
[redacted]
HEARING REPORTER

Department.

Q Okay. Now, did the Appellant ever have keys to your apartment?

A Yeah.

Q When did he have keys to your apartment?

A He had keys to my apartment for -- I would say roughly about a month. I had gone out of town, and he was looking after my cat. But when I would go out of town for a month, I was only gone for a few days a week, maybe a week. And, I mean, I didn't immediately tell him, "Oh, okay. I'm home now. Thanks. Can I have my keys back."

It wasn't really -- he just had them and then I got them back from him.

Q Okay. Did he have an extra set of keys during the time that you were living there the entire time you lived in the [redacted] apartment?

A No.

Q Okay. So it was just this one-month period?

A Yeah.

Q And did he have keys because he was living with you?

A No. He's never lived with me.

Q Okay. Would the Appellant stay over at your house?

A Yeah.

Q How often?
A Three or four times a week.
Q Okay. But he did not have a set of keys during the time he was staying over at your house; is that correct?
A Correct.
Q Okay. Now, did the Appellant have [redacted] on September the 3rd?
A No.
Q Did you --
A He did have a [redacted] but it wasn't a [redacted]
Q Okay. Did you take care of him after he had his [redacted]
A No.
Q Now, there are two incidents that you videotaped on your iPhone; is that correct?
A Yes.
Q Okay. I want to show you -- well, let me ask you. The first incident that you videotaped, do you recall when that incident happened?
A The first -- I don't -- I mean, it was after, I don't know, maybe the later part of the year of 2014.
MR. [redacted]: Invitation is still open, Counsel. I'll stipulate to December 27, 2014.

MS. [redacted]: Sure.

BY MS. [redacted]:

Q Do you recall December 27 of 2014, as being a date that's been -- that you reported this to -- that this happened -- strike that.

Do you recall telling El Segundo officers that an incident happened on December 27, 2014, that you videotaped?

A I videotaped an incident. Whether it was specifically that date, I can't say for sure if it was that date. But it would have been generally that timeframe.

Q Does the end of December of 2014 sound about right?

A Yes.

Q And what was your relationship with the Appellant at that time?

A The daytime video?

Q Yes.

A I'm not sure if we were broken up or together at the time. I know that I did break up with him for good in December of 2014. So I don't know if it was this specific -- before this specific day or after, but it was that month.

Q Okay. Between September, when this domestic

CASE ANALYSIS REPORT

Attachment 24

[redacted]

SUBJECT INTERVIEW

DEPUTY CAREN MANDOYAN

[redacted] All right, today's date is July 14, 2016 and the time is approximately 1052 hours. My name is Sergeant [redacted]. I'm assigned to the Los Angeles County Sheriff's Department Internal Affairs Bureau, which is commanded by Captain [redacted]. This is a subject interview with Deputy Caren Mandoyan regarding case number [redacted] We are at the IAB office building in interview room C. My last name is spelled [redacted] and, Deputy Mandoyan, if you could introduce yourself, first and last, and then spell your last?

Coversheet only. Not Relevant to attachment content. Added to document date & time of interview. See following page(s)

[redacted]

[redacted] All right. Intimate or sexual…

Mandoyan: Yes.

[redacted] …action between the two of you, okay. Did you and [redacted] ever reside together?

Mandoyan: We didn't live together, but I stayed at her place about four, three or four, sometimes five nights a week.

[redacted] Okay.

Mandoyan: I was not on her lease because they would have raised her rent and I had another place to go to.

[redacted] Okay. And at that time, where was she living?

Mandoyan: She was initially living with [redacted] and it was, we would see each other a couple days a week. I got her an apartment in [redacted] in I believe it was March of 2014.

[redacted] And just for clarification, did you sign a lease to get her the apartment or did you just sourced, located the apartment?

Mandoyan: I located the apartment. I knew the landlord. I was able to negotiate the rent and so I was not on the lease, because it would have raised the rent or it would have been higher, but I was there. I had a key to her place and I would stay there anywhere from three to five nights a week.

[redacted] Did you have a key to the apartment during the whole duration of the relationship?

Mandoyan: Yes, yes, I did. Until towards the end when we broke up, I gave the key back to her.

[redacted] Roughly what timeframe did you consider the relationship over?

Mandoyan: We broke up officially December, like late December of 2015, but we remained in contact. We were still talking and hanging out up until late, mid to late February.

[redacted] Okay. And as the two of you were dating, what was your understanding of the relationship? And what I mean by that is, were you an exclusive

CASE ANALYSIS REPORT

Attachment 25

Privacy

SUBJECT INTERVIEW

DEPUTY CAREN MANDOYAN

Privacy All right, today's date is July 14, 2016 and the time is approximately 1052 hours. My name is Sergeant Privacy I'm assigned to the Los Angeles County Sheriff's Department Internal Affairs Bureau, which is commanded by Captain Privacy This is a subject interview with Deputy Caren Mandoyan regarding case number Privacy We are at the IAB office building in interview room C. My last name is spelled Privacy and, Deputy Mandoyan, if you could introduce yourself, first and last, and then spell your last?

Coversheet only. Not Relevant to attachment content. Added to document date & time of interview. See following page(s)

[redacted]

Mandoyan: While we were driving.

Privacy [redacted] Okay.

Mandoyan: Yeah, we usually talked, you know, we were on the phone during the entire duration during our conversation and we got into an argument and she got home before I did and I was just trying to apologize to her.

Privacy [redacted] Okay. At the time of these incidents, is it your recollection of you having a key to her apartment at the time these videos were made?

Mandoyan: Yes, the first time, the 700, I had a key, but she locked me out and my key was inside, along with my backpack.

Privacy [redacted] Okay.

Mandoyan: On the second half of the incidents, I had already given her key back to her.

Privacy [redacted] Okay.

Mandoyan: But we were still communicating. I was still going to her place, still spending nights with her.

Privacy [redacted] Okay. So the first three videos that we looked at, they appeared to be an incident that occurred during daylight hours. Do you agree with that?

Mandoyan: Yes.

Privacy [redacted] Any, what would be your estimate of when that incident occurred, month and year if you know?

Mandoyan: The first three?

Privacy [redacted] Yeah.

Mandoyan: October, November…

Privacy [redacted] Of what year?

Mandoyan: Of 2015.

Privacy [redacted] So…

Mandoyan: I'm sorry, 2014.

Privacy So is your understanding that you were still in a dating relationship at that point?

Mandoyan: Yes.

Privacy Okay. And the other videos, do you agree that it appears that those six videos appear to be of the same incident or does it appear like different incidents?

Mandoyan: They appear to be the same.

Privacy Okay. And your understanding, when those videos were made, what would be your estimate as far as what month or year this incident happened?

Mandoyan: I believe that was like February of 2015.

Privacy Okay. And were you in a dating capacity at that point with her?

Mandoyan: We weren't boyfriend/girlfriend, but we were still hanging out. I was still going over. We were still communicating.

Privacy Okay.

Mandoyan: We were trying to work things out.

Privacy I just want to be clear, was it your understanding you were still in a dating relationship with her or had you broken up and you were trying to reconcile it?

Mandoyan: We were trying to reconcile it.

Privacy Okay.

Mandoyan: But again, I was, we were still hanging out. I was still going over. I was still buying her, I was still buying her breakfast in the mornings and I was still with her. I was still spending a lot of time with her.

Privacy All right. And during the last video clip there when you were talking about opening the window, did you open the window forcibly?

Mandoyan: No.

CASE ANALYSIS REPORT

Attachment 26

ABC7 INVESTIGATIONS

Rehired LA sheriff's deputy speaks out amid controversy: 'My life has been ruined, it's been destroyed'

By Miriam Hernandez and Lisa Bartley

Saturday, March 30, 2019

LOS ANGELES (KABC) -- "It's been a nightmare," Deputy Caren Carl Mandoyan tells Eyewitness News of the ordeal that's put him in the harsh public spotlight. "I can't put it into words. I wouldn't wish this on my worst enemy."

Mandoyan, 47, says the sudden notoriety has ruined his life and taken a toll on his family.

He believes he is a political pawn between newly elected Sheriff Alex Villanueva and the powerful Los Angeles County Board of Supervisors.

The issue? Allegations of stalking, lying and abuse leveled in 2015 by Mandoyan's ex-girlfriend, who was also a deputy. Then-Sheriff Jim McDonnell fired Mandoyan and

the County's Civil Service Commission upheld the termination.

"It's a lot of hurt, a lot of hurt - a lot of crying," says Mandoyan. "And I've done everything I can to shield my kids from it. I know it's affected my family, it hurts."

Sheriff Villanueva rehired Mandoyan as one of his first official acts, a move the Board of Supervisors say was illegal.

Video that surfaced this week appears to show Mandoyan trying to break into the ex-girlfriend's El Segundo apartment years ago. Mandoyan says they shared the apartment and that he stayed there four or five days a week.

She had locked him out on the patio after a fight.

"I had my backpack, my duty weapon, my badge, my gun, my keys were all inside," says Mandoyan. "I had no way means to go anywhere to cool off."

"At this point, like I'd done before, I grabbed the plastic broomstick and I'd tap on the glass to get her attention to let me in," he says.

Mandoyan says she ignored the broomstick tapping, so he grabbed a piece of gym equipment on the patio.

"I used the cable pulley," he says. "It was not a pry bar, it was not a crow bar as it was made out to be."

"I wanted her to let me back in," says Mandoyan. "And she ultimately did a few minutes later, which isn't on the tape."

Mandoyan showed ABC7 text messages he says were from later that same night.

"I love u," he wrote in the text.

"I love you!" was the reply.

THEN.... THE REAL TROUBLE BEGAN

The real trouble came later after their break-up. Mandoyan says he began to date a woman who used to be friends with his ex-girlfriend. The two women -- both deputies -- had had a falling out years earlier. Mandoyan's relationship with the second female deputy also unraveled months later when Mandoyan says he learned his new girlfriend was sending nasty text messages to his ex-girlfriend.

"Pretty much antagonizing her... and calling her fat, calling her Shamu," Mandoyan says.

Mandoyan says the messages he saw were sent from an unknown number or a burner phone. He says the first ex-girlfriend thought the messages were coming from him.

In early June of 2015, Mandoyan says he got a call at work from the first ex-girlfriend - the same one who'd recorded him on the patio six months earlier.

"You're a stupid mother-f-----, say goodbye to your f---- job," Mandoyan says she screamed. "When I'm done with you... you'll need a psych eval to get your job back."

"I'm gonna call your watch commander and I'm gonna tell him you broke into my house and whatever else I want to say," Mandoyan says she told him.

Mandoyan says she'd called him drunk on many occasions, but he was alarmed because this was the first time she'd threatened to level false allegations against him.

Mandoyan showed ABC7 a memo he says he wrote that same day to his Lieutenant to document the phone call.

Weeks later, Mandoyan says the first ex-girlfriend "apologized for calling me and making the threats," and even invited him over to visit as a friend.

He thought everything was fine, but says he later learned the two ex-girlfriends had rekindled their friendship.

"Now, I have two angry, upset female deputies and this is where the whole nightmare began," he says.

A KNOCK ON THE DOOR...

Mandoyan says his world collapsed on the night of July 10th when he got a knock on the door at home. He was being relieved of duty by the Los Angeles County Sheriff's Department.

"They said sorry -- we have to relieve you of duty, we need your badge and gun," he says. "I had no idea what was going on. I'd never been in trouble in my career, I'd never been disciplined and they couldn't tell me why!"

Mandoyan says he didn't think it was related to his first ex-girlfriend because of her recent apology and their visit.

Then things got even stranger. A few days after he was relieved of duty, there was another knock on the door. Mandoyan says it was his second ex-girlfriend with two El Segundo police officers. They were serving a temporary restraining order on behalf of the first ex-girlfriend.

"It was two scorned ex-girlfriends that wanted to settle a score with me, and I became the victim of it, at my expense," Mandoyan says.

Eyewitness News spoke briefly with the first ex-girlfriend last week. She said the entire episode gave her anxiety. She told our producer she wanted nothing to do with the current controversy.

After Eyewitness News knocked on her door again this week, we got a phone call from law enforcement saying she'd asked to have us arrested if we returned.

MANDOYAN: "I NEVER LAID A FINGER ON THIS GAL"

As for the allegations of abuse? Mandoyan maintains they are flat-out lies.

"I've never laid a finger on this gal - ever," he says. "I've handled numerous domestic violence cases, I've helped numerous domestic violence victims. To me, that hurt more than anything else."

Los Angeles County Sheriff's Deputy Lisa Richardson tells Eyewitness News she worked with both Mandoyan and the first ex-girlfriend and tried to mediate their disputes.

"She was concerned about breaking up with him," Richardson says. "She said - I don't want to break his heart."

Richardson says her law enforcement training kicked in and she pressed the female deputy... was she afraid of him... had she been abused?

"I specifically asked her - have you been hit... have you been pushed," Richardson says. "She made it crystal clear to me - no, I have not been hit, I have not been pushed. I would be the one who would kick his ass."

Mandoyan's attorney, Greg Smith, says the interview Deputy Richardson recorded for investigators was somehow lost and never presented at Mandoyan's civil service hearing.

The temporary restraining order against Mandoyan was dissolved two weeks after it was filed when Mandoyan and the ex-girlfriend both signed a "dispute resolution agreement."

Five weeks later, the DA's declined to file charges criminal charges against Mandoyan.

But Mandoyan remained relieved of duty and was ultimately fired by Sheriff McDonnell in 2016.

As for his two ex-girlfriends? Mandoyan believes they wanted revenge, but never thought it would go this far.

"I don't think neither one of them knew how far this was going to go and how much damage this was going to cause," Mandoyan says. "Had they known, I don't think neither one of them would've done it."

Got a tip? Email ABC7 Investigative Producer Lisa.Bartley@abc.com

Report a correction or typo

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RELATED

LA sheriff's deputy fights back against stalking, abuse accusations

ABC7 INVESTIGATIONS

CASE ANALYSIS REPORT

Attachment 27

IV [redacted]

COMPLAINANT INTERVIEW

DEPUTY [redacted]

[redacted] Detectives [redacted] Detective [redacted] with [redacted] It's case [redacted] on 7/20/2015, at 9:43 hours. Okay. So you have the report. It's actually pretty detailed, the officer that took it. Tell us a little about your relationship with Mr. Mandoyan.

Coversheet only. Not Relevant to attachment content. Added to document date & time of interview. See following page(s)

[redacted]

[redacted] …until they left, and then it was go time.

[redacted] Got you. And you said you have video of him trying to break into your house.

[redacted] Uh-huh.

[redacted] Do you have that with you right now?

[redacted] Yeah.

[redacted] Can we check that out?

[redacted] Yeah. Did you not watch it?

[redacted] I, they only showed me pictures, so it may be even booked into evidence.

[redacted] Oh.

[redacted] So it's a little difficult to be able to try and pull it from evidence.

[redacted] I'm just teasing you.

[redacted] Yeah. I didn't have a chance.

[redacted] [redacted], [redacted] came over the next day to have me sign the paperwork. He goes, he was like, [redacted] we were watching the videos and I'm like, we? Like, it's funny. We would all do the same thing at work too. Check these out. I don't know at which part.

(Video playing.)

[redacted] When was this?

[redacted] So that one was December 27th.

[redacted] Did you get his, you had his face and everything on the other one?

[redacted] It could have because I don't know which one has his face in it, but it's, I mean, because it goes on for a minute. That's this back sliding-glass door. And then I think over here he tries to go through the window.

[redacted] So he didn't know you were home and tried to break into your place?

[redacted] No. I mean, he didn't know I was home. Either he, I don't think he knew I was home because I didn’t' answer him. I didn't say anything to the effect that I was home. I turned the phone on silent so he couldn't...

[redacted] Is he pounding on your door, right now?

[redacted] He sounds like a great guy, huh?

[redacted] And this is after the [redacted] incident; correct?

[redacted] Yeah. Because so after the [redacted] incident, you know, I was like, "Dude, it's over. I don't, you know, it's done. I don't want to see you. I don't want anything to do with you." So he's taking the screen off at this point.

[redacted] What did you think he was going to do if he got in?

[redacted] I have no idea. I have no idea. Like why are you trying to get in my house? You're not wanted here. Well, what is the purpose of getting in the house?

[redacted] Well, it seems like you were afraid because you brought the video out.

[redacted] Yeah. Well, I had to get some sort of tangible proof that this is what's going on. It's just like I said, this guy is a salesman.

[redacted] But you weren't able to get him to get him on camera?

[redacted] No, I did.

[redacted] Maybe the next one? He didn't even know you were there or anything?

[redacted] No.

[redacted] Is that when he stopped, when he realized you...

[redacted] Yeah.

[redacted] ...taped him?

[redacted] And then this is the, and let’s go the point when he that's the. He's like at the back door. (INAUDIBLE). He followed me home from work. So he actually went to work.

[redacted] Uh-huh.

CASE ANALYSIS REPORT

Attachment 28

LOS ANGELES COUNTY
CIVIL SERVICE COMMISSION

In the Matter of)

CARLEN MANDOYAN,)

Petitioner)

v.)

SHERIFF'S DEPARTMENT)

Respondent.)

Case No. Privacy [redacted]

REPORT ON SUBMITTED MATTER

RECEIVED
LOS ANGELES COUNTY
CIVIL SERVICE COMMISSION
JAN 04 2018

APPEARANCES

For the Appellant: Privacy [redacted]

For the Respondent: Privacy [redacted]
Sheriff's Department Advocacy Unit
Privacy [redacted]

Hearing Officer: Privacy [redacted]

Dates of Hearing: 7/24/17, 7/25/17, 7/26/17, 9/27/17, 9/29/17

ISSUES

On December 14, 2016, the Commission defined the issues in the Caren Mandoyan appeal to be:

1. Are the allegations contained in the department's letter of September 15, 2016 true?

2. If any or all are true, is the discipline appropriate?

DEPARTMENT'S EXHIBITS

1. Disposition Worksheet
2. Letter of Intent to Discipline
3. Letter of Imposition of Discipline
4. IAB Investigation
5. El Segundo Police Dept. Interview of [redacted]
6. El Segundo Police Report
7. IAB Interview of [redacted]
8. IAB Interview of Deputy [redacted]
9. IAB Interview of Sgt. [redacted]
10. IAB Interview of Deputy [redacted]
12. IAB Interview of Deputy [redacted]
13. IAB Interview of Detective [redacted]
14. IAB Interview of [redacted]
15. IAB Interview of [redacted]
16. IAB Interview of [redacted]
17. IAB Interview of Caren Mandoyan
19. IAB Interview of [redacted] exhibits and photos
20. June 3, 2015 text to Sgt. [redacted]
21. Restraining Order documents
22. Mandoyan/[redacted] Facebook messages May 22, 2015
23. Guidelines for Discipline
24. Penal Code Sections 273.5, 594, 602 and 459
25. IAB Investigation Addendum
27. [redacted] emails of digital and voice recordings
29. DVD of video and audio recordings.
31. IAB Interview of Lt. [redacted]
32. IAB Interview Lt. [redacted]

APPELLANT'S EXHIBITS

50. Telephone records of Caren Mandoyan
51. El Segundo Police Department Property Report
52. Photos of [redacted] residence
53. Emails of crime reports written by Caren Mandoyan
54. Policy of Equity Report/Notification Form
55. [redacted] text messages
56. [redacted] text messages

57. [redacted] text messages
58. Caren Mandoyan telephone records
59. In-service, PM Shift, [redacted], 6/3/2015
60. Pages from DV Protective Order application.
61. June 3, 2015 memo by Caren Mandoyan re telephone call

CASE SUMMARY

This matter involves the appeal of a termination by Deputy Caren Mandoyan. The hearing dates on this matter were 7/24/17, 7/25/17, 7/26/17, 9/27/17, 9/29/17. The Department called nine witnesses: Lt. [redacted] [redacted] Sgt. [redacted] [redacted], Lt. [redacted] Assistant Sheriff [redacted] Deputy [redacted] [redacted] [redacted] and Deputy [redacted] Appellant called four witnesses: Lt. [redacted] Deputy [redacted] Deputy [redacted] [redacted] and Lt. [redacted]

The Department offered Exhibits 1-17, 19-25, 27, 29, 31, and 32, and all were accepted. The Department identified but then withdrew Exhibits 18, 26, 28 and 30. Appellant offered Exhibits 50-61 which were accepted.

Deputy Caren Mandoyan (hereafter "Appellant") was discharged from the Sheriff's Department, effective on September 15, 2016. The Department alleges that Appellant was in a dating relationship with another Department employee, Deputy [redacted] and within that relationship, Appellant engaged in domestic violence, attempted to break in to Deputy [redacted] residence, engaged in stalking and sending inappropriate text messages to Deputy [redacted] and he also was untruthful during his administrative investigation interview. Appellant denies all accusations of misconduct.

I. ARE THE ALLEGATIONS CONTAINED IN THE DEPARTMENT'S LETTER OF SEPTEMBER 15, 2016 TRUE?

A. The Allegations of Wrongdoing.

The Department alleges four separate charges of wrongdoing:

Charge 1: Alleges that on or about September 1, 2014, Appellant did one or all of the following acts: pushed or grabbed Deputy [redacted] by her arm; placed his hand around Deputy [redacted] neck and squeezing it, restricting her ability to breath; used his foot to stop Deputy [redacted] from closing her door as she retreated from his assault; damaging the door to Deputy [redacted] residence; using Deputy [redacted] home surveillance camera system without her permission or knowledge to observe her activities while she was in her home; following Deputy [redacted] without her knowledge as she was accompanied to an eating establishment by another man; and listening to Deputy [redacted] as she engaged in sexual intercourse with another man.

Charge 2: Alleges that between March 2013 and July 2015, while off duty and in a personal relationship with Deputy [redacted] Appellant did one or all of the following acts: generating or sending unwanted text messages to Deputy [redacted] making unwanted calls to Deputy [redacted] arriving at Deputy [redacted] residence, and entering her patio balcony area and repeatedly knocking on her sliding glass door; being captured on video attempting to gain entry into Deputy [redacted] residence through the balcony sliding glass door; using a tool to pry Deputy [redacted] sliding glass door off its tracks; attempting to gain entry into Deputy [redacted] residence even after Deputy [redacted] told him to go away; opening Deputy [redacted] bathroom window from the outside the residence without her permission;

and attempting to enter Deputy [redacted] residence through the bathroom window without her permission.

Charge 3: Alleges that on or about July 14, 2015, Appellant did one or more of the following acts: was named as a domestic violence/stalking suspect in an El Segundo Police Department Crime Report; having a domestic violence restraining order filed against him in the [redacted]; failing to immediately notify his immediate supervisor and/or watch commander that he was served and named in a domestic violence restraining order.

Charge 4: Alleges that on or about July 14, 2016, Appellant failed to make truthful statements in an administrative interview by one or more of the following alleged untrue statements: denying that he attempted to enter Deputy [redacted] residence by way of her sliding glass door; denying that he attempted to enter into Deputy [redacted] residence through her bathroom window; stating that he used a too/object/pulley handle only to knock on the door and get Deputy [redacted] attention for the purpose of retrieving his backpack and key; stating that he opened and/or entered Deputy [redacted] bathroom window for the purpose of apologizing.

B. The Department Proved by the Preponderance of Evidence that Some of the Allegations in the September 15, 2016 Letter are True.

1. Appellant Did Not Testify at the Hearing.

This was a hearing in which a great deal of passionate argument was heard from both sides. Most if not all the allegations of wrongdoing occurred only in the presence of two individuals, Deputy [redacted] and Appellant. While Deputy [redacted] testified at the hearing, Appellant did not.

The Department argues that the Hearing Officer should adopt a negative inference of consciousness of guilt due to Appellant's decision not to testify at the hearing. Appellant did not address that issue of a negative inference in his closing brief.

The Hearing Officer reviewed the case authorities the Department cited to support its argument, but finds those authorities do not resolve the issue. Rule 4.11 of the Civil Service Rules provides that "the petitioning employee [in a discharge case] shall not be required to testify." Adopting a negative inference of "consciousness of guilt" would impose in essence an evidentiary punishment on Appellant for merely taking advantage of his rights under the Civil Service Rules. The Hearing Officer feels this would be unfair to Appellant. Had the Commission wanted to punish an appellant for exercising the right not to testify at the hearing, it could have done so by including such a provision within Rule 4.11. The absence of such a provision is consistent with an interpretation which does not allow a negative inference to be adopted from Appellant's decision not to testify at the hearing.

As a peace officer, Appellant was required to submit to an administrative interview. In order to protect Appellant's right not to give evidence against himself in the Civil Service Hearing, the Hearing Officer will use the transcript of Appellant's Internal Affairs Bureau ("IAB") interview, admitted as Exhibit 17, for the limited evidentiary purpose of evaluating the Department's allegations in Charge 4 that Appellant made false statements in his IAB interview. Aside from that limited use, the transcript will not be used as evidence of Appellant's response to the charges against him.

2. The Most Persuasive Evidence [redacted]he Hearing was the Digital Recordings of Appellant Attempting to Break in to Deputy [redacted] Residence.

The Department's Exhibit 29 was a DVD containing digital recordings. The Hearing Officer looked at and listened to the recordings very closely, and found those recordings to be the most persuasive evidence offered at the Hearing.

The files on the DVD include digital files numbered 0700, 0702, 0703, 0777, 0778, 0779, 0780, 0781 and 0783.

File 0700: The view is from the inside of Deputy [redacted] residence, with the blinds on the sliding patio glass door closed, and there are heavy metallic sounds coming from the door. There is no knocking, and no speaking, but Appellant can be seen standing outside the door.

File 0702: Shows Appellant outside Deputy [redacted] sliding patio glass door, and Appellant does not notice that he is being recorded. He approaches the door and squats down and for 9 seconds he attempts to wedge a metallic device beneath and at the side of the sliding glass door. His attention is focused on the device in his hands, and using it on the sliding glass door. When he notices he is being recorded, he shows surprise and immediately stands up and they have this conversation:

Appellant: "Oh, really?"

Deputy [redacted] Yea.

Appellant: Go ahead.

Deputy [redacted] I'm going to.

Appellant: Go ahead.

File 0703: Again recorded from inside Deputy [redacted] residence, shows the inside view of the closed blinds of the sliding glass patio door. There are three loud sounds suggesting something coming into contact with the door frame. These do not appear to be a person knocking to get attention at the door. Deputy [redacted] opens the blinds and Appellant is outside the window with a long wooden rod in his hands. The following conversation takes place:

Deputy [redacted]	Stop!
Appellant:	What are you doing?
Deputy [redacted]	What do you think I'm doing.
Appellant:	Filming?
Deputy [redacted]	Yea, I am. Stop trying to break into my house.
Appellant:	Oh, okay. [pulls his phone from his pocket.]
Deputy [redacted]	Okay, film me filming you.

Deputy [redacted] testified at the hearing that the digital recordings showed Appellant trying to break into her residence. Assistant Sheriff [redacted] testified that within law enforcement and crime prevention professionals, it is well known that a significant vulnerability of sliding glass doors is that they are easily broken into. That is, a pry tool can be used to lift the door out of its track and once removed from the track, to gain entry. According to Assistant Sheriff [redacted] that was what Appellant was doing in the digital recordings.

Based on the weight of the evidence, which includes Deputy [redacted] testimony, Assistant Sheriff [redacted] testimony, and the recordings themselves, the Hearing Officer finds that the Department's allegation that Appellant attempted to break into Deputy [redacted] residence is true.

Appellant was clearly using a metallic tool he found on Deputy [redacted] patio and trying to wedge it around and under the sliding glass door. He only stopped when he noticed Deputy [redacted] inside recording him.

Files 0777 and 0778: These recordings are dark and there are sounds but it is not clear on the recording what exactly is making the sounds. The recordings are only a few seconds long. The sounds are consistent with a pry tool being wedged under the door frame as shown in Files 0702 and 0703.

File 0779: This recording is dark, like 0777 and 0778, but Deputy [redacted] says two times "you need to leave." The male voice, Appellant, only says "[redacted]

File 0780: The digital recording is from the inside of Deputy [redacted] residence, showing portions of the stove and refrigerator. It appears to be night as there is very little light. There is a conversation but only Deputy [redacted] words are intelligible. Appellant is speaking but the recording cannot pick up what he is saying. The conversation is as follows:

Deputy [redacted]	You're going to leave now.
Appellant:	[Unintelligible.]
Deputy [redacted]	Nope.
Appellant:	[Unintelligible.]
Deputy [redacted]	No.
Appellant:	[Unintelligible.]
Deputy [redacted]	Caren. Leave.
Appellant:	[Unintelligible.]
Deputy [redacted]	I don't give a [redacted] you're doing something stupid. I'm not dealing with you, goodbye.
Appellant:	[Unintelligible.]

Deputy Complainant No.
Appellant: [Unintelligible.]
Deputy Complainant No.
Appellant: [Unintelligible.]
Deputy Complainant Go home.
Appellant: [Unintelligible.]
Deputy Complainant Nope.
Appellant: [Unintelligible.]
Deputy Complainant I'm tired of hearing your explanations, get out of my – get get away from my door.
Appellant: [Unintelligible.]
Deputy Complainant Get away from my door.
Appellant: [Unintelligible.]
Deputy Complainant Go home.
Appellant: [Unintelligible.]
Deputy Complainant No.
Appellant: [Unintelligible.]
Deputy Complainant No.
Appellant: [Unintelligible.]
Deputy Complainant Caren, leave.
Appellant: [Unintelligible.]
Deputy Complainant No.
Appellant: [Unintelligible.]
Deputy Complainant Goodbye.
Appellant: [Unintelligible.]
Deputy Complainant No.
Appellant: [Unintelligible.]

Deputy [redacted] You're going to leave now. I'm going to bed, goodbye.
Appellant: [Unintelligible.]
Deputy [redacted] I'm going to bed, goodbye.

File 0781: The recording is dark, but there is a conversation that is recorded:

Deputy [redacted] Here he is, opening my bathroom door, my bathroom window, trying to get in. Get the [redacted] out of my house, get the [redacted] out, Caren!
Appellant: Come outside.
Deputy [redacted] Get the [redacted] out! [loud noises, which according to Deputy [redacted] are the shampoo bottles being thrown at her from the window.]
Get out!
Deputy [redacted] Stop. Dude, get out of my house. I'm calling the cops.
Appellant: Come outside.

File 0783: This recording is also very dark, but there is a conversation. The conversation shows that Appellant's voice is very close to the recording device, which is Deputy [redacted] mobile phone which she was holding in her hand while standing in the bathroom of her apartment. This support's Deputy [redacted] claims that Appellant had inserted his head and upper body through her bathroom window.

Appellant: Well what do you, where do you...
Deputy [redacted] Move Caren ...
Appellant: That's all I ask...
Deputy [redacted] ... get out of my window.
Appellant: All I ask was where do you where do you intend on

finding this person?

Deputy [redacted] Goodbye.

Appellant: That's all I ask.

Deputy [redacted] Get out, it's not any of your business, get out.

Appellant: Okay but I'm just asking, that's all I ask.

Deputy [redacted] Close my window. Get out.

Appellant: Alright. That's all I asked.

Deputy [redacted] I don't care what you asked.

Appellant: That's all I asked.

Deputy [redacted] That doesn't give you the right to break into my house. [sound of window closing] [whispers] [redacted]

According to Deputy [redacted] testimony at the hearing, the digital files 0781 and 0783 were recorded in the early morning of January 26, 2015. Deputy [redacted] testified that she had been working on January 26, 2015, and that Appellant had showed up uninvited to her workplace. When she saw him she became anxious and fearful so she left work about 30 minutes before the end of her shift. She left without checking out or telling anyone she was leaving. She testified that on the way home, at approximately 3:18 a.m., Appellant called her and they had a 26 minute conversation in which she told him repeatedly that their relationship was over. After she arrived home, she heard Appellant attempting to gain entry to her apartment through the bathroom window. The bathroom window was unlocked and was easily accessible from the outdoor patio. Deputy [redacted] confronted Appellant in her bathroom and recorded their conversation.

Deputy [redacted] testimony is supported by Exhibit 58, a telephone record from Appellant, which shows he had a 26 minute conversation with Deputy [redacted] on January 26, 2015 starting at 3:18 a.m. The call is listed as a 26 minute call, which means it ended at 3:44 a.m. According to the telephone record, starting at 3:44 a.m., Appellant called Deputy [redacted] 22 times in a row, from 3:44 a.m. until 4:08 a.m., until apparently she finally picked up on the 23rd call at 4:08 a.m. and they spoke for 2 minutes. After that call, there was another 4 minute call at 4:13 a.m. This call pattern demonstrates the obsessive nature of Appellant's conduct towards Deputy [redacted]

Deputy [redacted] testimony is also supported by the two digital recordings. The recordings demonstrate that Appellant's voice was extremely close to the recording device, meaning that his head was inside her bathroom when he was speaking. Deputy [redacted] alarm and fear is evident from her tone of voice. The sound of the multiple shampoo bottles crashing to the floor is also apparent. And, Appellant's repeated question of asking "where do you intend on finding this person" and her response "that's none of your business" also shows that he was asking her about where she would find a man in her life to replace him.

Overall, the evidence supports the Department's charge that Appellant was stalking Deputy [redacted] and had broken into her residence. He refused to accept the fact that the relationship was over. He was told by Deputy [redacted] during a 26 minute conversation that the relationship was over and she asked him to leave her alone. His response was to place 24 calls to her in as many minutes, and then to follow her home at around 4:00 a.m. and break into her bathroom window.

The digital recording shows Appellant breaking into his former girlfriend's residence at around 4:00 a.m. and demanding to know where she was going to find the man that would replace him. All the while Deputy [redacted] is showing fear and alarm as she demands that he "Close my window. Get out." That is stalking behavior.

3. The Evidence Supports a Finding that Deputy [redacted] Testified Credibly.

Appellant's closing argument focused on attacking and discrediting the testimony of Deputy [redacted] There was much evidence at the Hearing which suggested caution when evaluating Deputy [redacted] credibility.

Specifically, as noted by Assistant Sheriff [redacted] Deputy [redacted] was a marginal employee. Assistant Sheriff's [redacted] assessment was based on the totality of Deputy [redacted] [redacted] within the Department. Two of Deputy [redacted] former supervisors, Lt. [redacted] and Lt. [redacted] testified at the hearing that Deputy [redacted] was an unreliable, unprofessional, below average deputy. Both those witnesses testified that in their view, based on their personal experience in observing and interacting with her, that Deputy [redacted] lacked integrity and lacked credibility.

Despite her admitted record of poor performance and questionable personal character, the Hearing Officer found that Deputy [redacted] testimony at the Hearing was credible. This is based on several factors, including the following: as noted above, the digital recordings strongly corroborate Deputy [redacted] testimony. The recordings show that her testimony in describing the events was accurate. The recordings show that she was being stalked by Appellant and he did attempt to break into her residence, multiple times.

The Hearing Officer also believes Deputy [redacted] demeanor and attitude towards the giving of testimony were consistent with a finding of credibility. She was a reluctant witness. She repeatedly noted the fact that she did not want to get Appellant in trouble, and she did not report his misconduct to the Department because she did not want to "open Pandora's box."

According to Deputy [redacted] her relationship with Appellant ended on or about December 27, 2014. In January 2015, she changed cell phones, changing the phone, the carrier and the contact number. After that, she testified that she received 40-50 harassing text messages on her new phone which were sent to her anonymously. Those text messages contained language intended to ridicule and humiliate Deputy [redacted] Apparently the final straw for Deputy [redacted] was when Sgt. [redacted] who was the wife of her partner (Deputy [redacted] received an anonymous text telling her that her husband ([redacted] and another deputy were having group sex with Deputy [redacted] and that Deputy [redacted] had a sexually transmitted disease. After that text was sent, Deputy [redacted] invited Appellant to her residence on June 21, 2015, and confronted him about the text messages. Appellant denied any responsibility for the anonymous text messages.

During that June 21, 2015 conversation, Appellant asked Deputy [redacted] about her recent purchase of condoms on Amazon, and also accused her of having sex with a Mexican man. He told her 6 times "I have eyes and ears everywhere."

The June 21, 2015 conversation was the final straw for Deputy [redacted] She did not believe the denials about the text messages. She testified that there was no one in her life other than Appellant who cared enough to send her 40-50 text messages over a six month period. She was angry that a text

message was directed at her partner and partner's wife. She was also angry that Appellant was stalking her Amazon purchases and her sexual partners. So on June 23, 2015, Deputy [redacted] made a complaint to her Watch Commander, Lt. [redacted] Because she complained about Appellant breaking into her residence, she was advised to make a crime report. Deputy [redacted] went to the El Segundo Police Department and made the crime report. She also went to the [redacted] and submitted an application for a Temporary Restraining Order. That order was granted and served on Appellant. By July 10, 2015 Appellant was relieved of duty.

Deputy [redacted] also testified credibly about an incident of domestic violence which occurred sometime in September, 2014. The incident occurred after an evening out between Deputy [redacted] Appellant and Deputy [redacted] childhood friend, [redacted] After they left the [redacted] restaurant, they walked to Deputy [redacted] home. Ms. [redacted] then left.

According to Deputy [redacted] Appellant took her cell phone, something he did often in order to inspect it and delete content that he did not like. Deputy [redacted] tried to get her phone back and the two of them got into a physical altercation which included Appellant grabbing Deputy [redacted] by the throat and squeezing. Deputy [redacted] ran to her bedroom to escape, but Appellant followed and used his foot to prevent her from closing her bedroom door, causing damage to the door. Deputy [redacted] took photos of her injuries, but she did not report them to anyone. She testified that after the incident, Appellant was extremely apologetic and begged her to forgive him.

Despite the delay of some 10 months in reporting this incident, the Hearing Officer finds Deputy [redacted] testimony on this event to be

credible. Appellant argues that two experienced Deputy District Attorneys rejected charges on this incident, and argues that the rejection was based on a finding that Deputy [redacted] lacks credibility. However, the decision not to file charges could be based on a whole range of considerations, including the 10 month delay in reporting the domestic violence, and the lack of independent corroboration (such as police officers on the scene observing the evidence, bruising, etc.). Also, crimes must be proven by a much higher evidentiary standard than the "preponderance of the evidence" standard used before the Commission. Overall, the District Attorney's decision not to file charges on the September 2014 domestic violence incident does not mean the incident did not occur. The Hearing Officer finds that Appellant's testimony about the incident of domestic violence in September 2014 is credible, and the rejection of charges by the District Attorney does not lessen that credibility.

4. The Evidence Supports a Finding Appellant Made False Statements in his IAB Interview.

The Department alleges four specific incidents of making false statements in Appellant's IAB interview. Those false statements: 1) denying that he attempted to break into Deputy [redacted] residence by way of the sliding glass door; 2) denying that he attempted to break into Deputy [redacted] residence through the bathroom window; 3) stating that he used a tool/object/pulley handle only to knock on the door to gain her attention to retrieve his backpack and keys; and 4) stating that he opened Deputy [redacted] bathroom window only to apologize to her.

The evidence supports the charge that the foregoing statements made during the IAB interview were untrue. File 0702 shows Appellant intently focused on using the metallic tool to find a location to insert the tool and

use it as a lever. He is crouched down working for 9 full seconds at the base of the sliding glass door, where he would need to be to lever the door out of its track. He is not knocking on the door, and is not looking inside to try and attract Deputy [redacted] attention. He is startled when he notices her recording him, and he immediately arises and steps back from the door. He said nothing about needing to get in to retrieve his backpack. Altogether, the digital recording shows that his statements 1) and 3), above, were untrue.

Files 0781 and 0783 also show that the statements 2) and 4) above, were untrue. The recordings show that Appellant had broken into the unlocked bathroom window. While hanging in the window, he asked Deputy [redacted] repeatedly about where she would find the person to replace him. He did not apologize to her. His IAB statement about apologizing lacks credibility. If he only wanted to apologize, why not do it on the phone, or by text, or at the front door? If not for the purpose of breaking in, why go to the unlocked bathroom window in the first place? In any event, there are two separate digital recordings of his conversation with Deputy [redacted] The first recording starts when he first entered the bathroom window, and the second recording ends after he exited and closed the window. On both recordings there was not a single word of apology spoken by Appellant. In short, the digital recordings are totally unsupportive of Appellant's version of events. Overall, the evidence supports the Department's allegation of making untrue statements in his IAB interview.

II. IS THE PENALTY OF TERMINATION APPROPRIATE?

A. General considerations.

The overriding consideration in cases of discipline of a public employee is the extent to which the employee's conduct resulted in, or if repeated is likely to result in, harm to the public service. Other relevant factors include the circumstances surrounding the misconduct and the likelihood of its recurrence. The public is entitled to protection from unprofessional employees whose conduct places people at risk of injury and the government at risk of incurring liability.

B. Analysis.

According to several witnesses who testified at the hearing, Appellant was a valuable member of the Department and had a very good reputation. He was well-liked and respected by peers and supervisors. He was an experienced and valued training officer. Even Assistant Sheriff [redacted] testified that Appellant had enjoyed an excellent reputation on the Department.

Notwithstanding his good reputation, however, in acting as he did, Appellant demonstrated multiple deficiencies which render him unfit for further service as a deputy. He was not honest or truthful in his IAB interview which suggests that his reputation for integrity is unwarranted. His lack of honesty alone calls into question his fitness for future service.

Appellant also showed poor judgment, and lack of self control in his relationship with Deputy [redacted] He became so obsessed by his feelings about Deputy [redacted] that he completely lost sight of his good judgment and common sense. This lead him to engage in criminal conduct such as stalking, multiple attempts to break in to her apartment, and the incident of domestic violence.

Aside from his good reputation and past record of commendable job performance, there is very little evidence in the record to mitigate the penalty of termination. Appellant's acts of misconduct are extremely serious. They also reflect poorly upon the Department. They were reckless and highly dangerous. Breaking in to the home of an armed deputy at night could easily result in a homicide, a fact which Assistant Sheriff [redacted] noted with great concern.

Overall Appellant's conduct was completely at odds with what the Department has a right to expect from its deputies. Therefore, for all the foregoing reasons, the penalty of termination is appropriate.

FINDINGS OF FACT

1. Deputy Caren Mandoyan ("Appellant") met Deputy [redacted] in 2012 at [redacted], where Appellant was assigned as Deputy [redacted] training officer. Soon after Deputy [redacted] completed her training with Appellant, she and Appellant began a dating relationship. Appellant and Deputy [redacted] were in a dating relationship from December 2012 until December 2014.

2. In approximately April 2014, Deputy [redacted] moved her residence from [redacted] to [redacted]. In [redacted], she moved into a second floor apartment. At that time, Appellant also lived in [redacted]

3. Soon after moving in to her apartment, Deputy [redacted] installed a video camera in her apartment. She purchased the camera and asked Appellant to install it. The camera was connected to the internet and could be accessed through an application on a mobile device. Deputy [redacted] gave Appellant the access codes so that he was able to gain live access to the camera. Although Deputy [redacted] may not have always been aware of Appellant accessing the live camera in her home, since she willingly gave Appellant the access codes she effectively consented to his access of the camera.

4. In or about September, 2014, an incident began with Appellant, Deputy [redacted] and Deputy [redacted] friend [redacted] meeting at [redacted] in [redacted] where they had a few drinks together. After consuming a few drinks, they walked to Deputy [redacted] apartment, and Ms. [redacted] left. An altercation developed.

5. The September, 2014 altercation started when Appellant seized Deputy [redacted] mobile phone, and she tried to get it back. In the altercation, he grabbed Deputy [redacted] by the arm; he ripped her pants; and he seized her throat and squeezed it. He also told her "Look at what

you made me do!" She ran into the bedroom and he chased her, using his foot to prevent the door from closing, causing damage to the door. Deputy [redacted] did not report the domestic violent incident to police until July, 2015.

6. In or about late December 2014, Deputy [redacted] digitally recorded Appellant attempting to break into her apartment by using a metallic device as a lever to lift the sliding glass door out of its track. There is also a recording of Appellant using a wooden rod for the same purpose of attempting to break in to the apartment through the sliding glass door.

7. In a separate incident, with a date uncertain but probably late 2014 or early 2015, Appellant again tried to break into Deputy [redacted] apartment through the sliding glass door. Deputy [redacted] recorded a long conversation with Appellant in which she repeatedly told him to leave and he failed to leave. This incident happened at night while the incident in #6 above occurred during daylight hours.

8. On or about January 26, 2015, Deputy [redacted] and Appellant had stopped dating. At approximately 3:00 a.m. Appellant appeared at Deputy [redacted] workplace, intending to pressure her to continue their

relationship. Deputy [redacted] was distressed by seeing Appellant, so she left work 30 minutes early without checking out with her supervisor. Appellant followed her home and called her and spoke with her for 26 minutes. During that conversation, Deputy [redacted] told Appellant that the relationship was over and she did not want to date him any longer.

9. On January 26, 2015, at approximately between 4:00 a.m. and 5:00 a.m., after he had followed her home from work, Appellant broke in to the unlocked bathroom window at Deputy [redacted] apartment. Appellant stood with his entire upper body through the window and also pushed away the shampoo bottles on the ledge towards Deputy [redacted] He told her he wanted to know "where do you intend on finding this person?" The reference was to another potential romantic partner for Deputy [redacted]

10. After Deputy [redacted] and Appellant ended their dating relationship in or about December 2014, Deputy [redacted] purchased a new mobile phone from a new carrier with a new number. Despite that change, she received 40-50 annoying and harassing anonymous text messages over the course of January - June, 2015. The circumstantial evidence strongly points to Appellant as the source of the messages. However, the Department's decision maker, Assistant Sheriff [redacted] testified

that he did not consider that the allegations of sending the unwanted text messages had been sufficiently linked to Appellant. In effect, the decision maker viewed those allegations against Appellant as unfounded. Although the allegations remain in the termination letter, they are deemed to be withdrawn and/or unfounded.

10. The Department alleges that Appellant made unwanted phone calls to Appellant. The evidence at the hearing shows that the relationship between Deputy [redacted] and Appellant was dysfunctional. However, the evidence at the hearing did not demonstrate specific unwanted phone calls.

11. The Department alleges that Appellant listened to Deputy [redacted] while she was engaging in sexual intercourse with another man. Although the Department did not present evidence of when this occurred, or identify the man, Deputy [redacted] testified that when she met with Appellant on June 21, 2015, he taunted her with the fact that he knew she had sexual intercourse with a man. Therefore based on this admission from Appellant, the allegation is sufficiently proven.

12. In or about April 2014, at Deputy [redacted] request, Appellant installed a surveillance camera inside Deputy [redacted] residence. The

camera was connected to the internet, and a live camera feed was available through an application installed on a mobile device. Deputy [redacted] provided Appellant with the log on information including password, and therefore she consented to his access of the camera. There was no evidence that she expressly revoked Appellant's access.

13. On or about July 14, 2015, Deputy [redacted] made a crime report to the El Segundo Police Department wherein she named Appellant as a domestic violence/stalking subject.

14. On July 14, 2015, a Domestic Violence Restraining Order was entered by the Los Angeles Superior Court, in case number [redacted] against Appellant. The court where the order was entered was the [redacted].

15. There was no evidence at the hearing that after Appellant was served with the domestic violence restraining order, that he complied with Departmental requirements to immediately notify his immediate supervisor and/or watch commander that he had been served. He did immediately turn in his firearms to the El Segundo Police Department.

16. On July 14, 2016, Appellant was interviewed by the Internal Affairs Bureau. During that interview, he made the following statements: 1) he denied that he had ever attempted to break in to the sliding glass door at Deputy [redacted] residence; 2) he denied that he attempted to break into Deputy [redacted] residence through her bathroom window; 3) he stated that he used a pulley handle only to knock on the door to get Deputy [redacted] attention to retrieve his backpack and keys; and 4) he opened Deputy [redacted] bathroom window only to apologize to her.

17. The foregoing statements made in his July 14, 2016 IAB interview were untrue and inaccurate. There true facts were 1) Appellant had made at least two separate attempts to break into Deputy [redacted] residence through the sliding glass door, both captured in part on digital recording; 2) Appellant did break into the window of Deputy [redacted] bathroom, and inserted his head and arms through the window and carried on a conversation with Deputy [redacted] 3) Appellant did squat down at the base of the sliding glass door and for 9 seconds attempted to insert a metallic pulley handle into the door to use it as a lever to pry the door off its track, all as captured on digital recording; and 4) the digital recording from the bathroom in the early morning of January 26, 2015 does not evidence any apology, but in any event an intent to apologize does not excuse an

unlawful breaking and entering.

CONCLUSIONS OF LAW

1. In acting as set forth above, Appellant violated the Department's Manual of Policy and Procedures Sections ("Manual") 3-01/030.05, General Behavior; and 3 01/030.15, Conduct Toward Others; and 3 01/030.10, Obedience to Laws, Regulations and Orders; and 3-01/030.16, Family Violence. Specifically, the acts of the September 2014 domestic violence incident violated the foregoing provisions of the Manual.

2. In acting as set forth above, Appellant violated the Department's Manual, Sections 3-01/030.05, General Behavior; and 3-01/030.15, Conduct Toward Others; and 3 01/030.10, Obedience to Laws, Regulations and Orders. Specifically, the acts of attempting to break in to Deputy [redacted] residence by the sliding glass door, and breaking in to the residence through the bathroom window violated the foregoing provisions of the Manual.

3. In acting as set forth above, Appellant violated the Department's Manual, Sections 3-01/030.05, General Behavior; and 3-01/030.10, Obedience to Laws, Regulations and Orders, and 3 01/050.30,

Off-Duty Incidents. Specifically, by being named as a domestic violence and stalking subject in an El Segundo Police Department Crime report, and being named as a subject in a Domestic Violence Restraining Order issued by the Los Angeles Superior Court, and by failing to immediately inform his immediate supervisor and/or watch commander that he had been served with the Domestic Violence Restraining Order, Appellant violated the foregoing provisions of the Manuel.

4. In acting as set forth above, Appellant violated the Department's Manual, Sections 3-01/040.69, Honesty Policy; and 3-01/040.70, Dishonesty/False Statements; and 3-01/040.75, Dishonesty/Failure to Make Statements and/or Making False Statements During Departmental Internal Investigation. Appellant violated the foregoing provisions of the Manual on July 14, 2016 when he made false statements during his IAB interview, as set forth above.

5. The acts of misconduct which Appellant engaged in are serious. The range of discipline for all of the proven violations of the Manual include termination of employment. Therefore, termination of Appellant's employment is an appropriate discipline.

RECOMMENDATION TO COMMISSION

I recommend that the Commission uphold the Department's termination of Appellant Caren Mandoyan's employment as deputy sheriff.

Dated: January 4, 2018

[redacted]

[redacted] Hearing Officer

CASE ANALYSIS REPORT

Attachment 29

[redacted]

From: [redacted] (Detective) [redacted]
Sent: Tuesday, July 12, 2016 3:30 PM
To: [redacted]
Subject: RE: [redacted]

Sgt. [redacted]

I was able to speak to Ofc. [redacted] and we both checked his emails where Ms. [redacted] sent him the videos. Ms. [redacted] sent him the pictures of her injuries (which you have) and multiple videos. Ofc. [redacted] never received video 0701 from Ms. [redacted] or the audio recording she said she sent to him.

If you have any questions or concerns please feel free to contact me.

Det. [redacted]

From: [redacted] [mailto:[redacted]
Sent: Friday, July 08, 2016 1:38 PM
To: [redacted] (Detective) [redacted]
Subject: [redacted]

Hello Detective [redacted],

I am following up with you to determine if you were able to locate the missing audio recording or the missing video, where pounding could be heard in the background that we discussed on July 6, 2016?

Thank you,

Sergeant [redacted]
Internal Affairs Bureau
[redacted]

CASE ANALYSIS REPORT

Attachment 30

[redacted]

From: [redacted] [redacted]
Sent: Wednesday, July 13, 2016 6:46 PM
To: [redacted]
Subject: Re: Administrative investigation involving Deputy [redacted]
Attachments: break in 1.3gp; break in 2.3gp; break in 3.3gp; break in 4.3gp; briefing audio.wav

Attached are all of the files that I have. Some are of him attempting to break into her apartment during the day as well as at night. There is also the audio file that refers to her going to briefing at work, making threats, calling her names. I went on the ride along with her at the [redacted] on March 9th, 2014. I filled out the paper work and waivers at the station. If there is anything else that you need from me please let me know.

Thank you,

[redacted]

On Wednesday, July 13, 2016 12:47 PM, "[redacted]" [redacted] wrote:

Hello Miss [redacted],

As we discussed on the telephone, please search your electronic files and see if you can locate two video files (**701 & 782**). Also, if you locate the audio recording of Mr. Mandoyan's voice related to the discussion regarding [redacted] attending briefing at work, please send it to me. As we also discussed, please attempt to locate the photo of you and [redacted] when you went on a ride-along with her, to determine the date you went on the ride-along with her.

Additionally, if you have any other video files other than the following numbers, please send them to me:

700
702
703

777
778
779
780
781
783

Thank you,

Sergeant [redacted]

Internal Affairs Bureau

Privacy [redacted]

CASE ANALYSIS REPORT

Attachment 31

BEFORE THE CIVIL SERVICE COMMISSION

OF THE COUNTY OF LOS ANGELES

[redacted], HEARING OFFICER

IN THE MATTER OF THE DISCHARGE, EFFECTIVE SEPTEMBER 14, 2016, OF:

CAREN MANDOYAN,

APPELLANT,

FROM THE POSITION OF DEPUTY SHERIFF, LOS ANGELES COUNTY SHERIFF'S DEPARTMENT OF,

RESPONDENT.

CASE NO. [redacted]

TRANSCRIPT OF PROCEEDINGS

Los Angeles, California

Monday, July 24, 2017

Reported by:
[redacted]
HEARING REPORTER

and collect all the numbers related to the incident.

Q Okay. Regarding that particular video that you believe was missing, did you ask Deputy [redacted] if she had it?

A I did.

Q And were you ever able to locate that video?

A Well, it appeared two were missing and if I remember correctly, I think, one was 701, which would have been from the daytime incident. And if I remember correctly, I think, it was 702 for the nighttime.

If you follow the sequence of the numbers, it appeared that those were the two numbers that were missing. Yes, I asked her. She was not able to provide them. Detective [redacted] was not able to provide them and then I also contacted another individual to if I could collect them.

Q Okay. And did Deputy [redacted] indicate whether she provide all of these videos to El Segundo?

A She claimed that she did. She said that she e-mailed everything to the El Segundo Police Department just. And just listening to the interview, it sounded like that somehow, some way there was a video or audio that was not included because they're listening to it during that interview.

Q Okay. Now, Department's Exhibit 14, who is that

an interview of?

A This is an interview transcript that I conducted with [redacted] which is cousin to [redacted]

Q Okay. And why did you interview Ms. [redacted]

A [redacted] said that due to the fact that Deputy Mandoyan on occasion would, basically, seize her phone and delete files from it that she would e-mail recordings or pictures whatever she had to offsite people, and in this situation, it was [redacted]

And that way, if anything happened to what she had, there would be a backup.

Q Okay. And you -- did you ask Ms. [redacted] if she had any files?

A She did have some files. I don't think she had the full and complete nine videos, if I remember correctly. The one thing that she was able to add was the audio recording of the telephone consideration between Deputy Mandoyan and [redacted]

Q Okay. And did Ms. [redacted] tell you how she came to be in possession of the audio of the recorded telephone conversation?

A She said that [redacted] had sent to her.

Q Did she say why [redacted] had sent it to her?

A As I previously explained --

[redacted]: Objection; multiple hearsay.

CASE ANALYSIS REPORT

Attachment 32

Redactions pursuant to one or more of the following: Gov. Code §§6254 (b), (c), (f), (k), (p)(2)

[redacted]

WITNESS INTERVIEW

[redacted]

[redacted] Today's date is July 13th, 2016, and the time is approximately 1218 hours. This is a witness interview with [redacted] regarding case number [redacted] And this is a telephone interview. My name, I'm assigned to the Los Angeles County Sheriff's Department, Internal Affairs Bureau, and my last name is spelled [redacted] And, Miss [redacted] could you introduce yourself, first name and last, and then spell your last name.

Coversheet only. Not Relevant to attachment content. Added to document date & time of interview. See following page(s)

[redacted]

Privacy I'm particularly interested in a couple ones that appear that I may not have, and one of them would be, it, you know how when you make a video sometimes they're, it will assign just a random number to the files?

Witness 2 Right.

Privacy So I'm looking in particular for a File 701 and possibly a 782 and then also an audio recording that Compla potentially made of a phone conversation of Mr. Mandoyan calling her about attending briefing. Did you ever receive an audio recording like that?

Witness 2 Yes, I did.

Privacy Do you think you still have that one?

Witness 2 Yes, sir. I know I do. I made sure that I saved them on the flash drive (INAUDIBLE).

Privacy And then did, did Compla ever tell you of any physical incidents that occurred between her and Mr. Mandoyan during their relationship or, or after the relationship had ended?

Witness 2 Yes. Unfortunately, she did tell me about one incident where it did get physical. He had come over. They had gotten into an argument. I don't even remember what the argument was about, but he was trying to get her phone and in the process, he was just pulling at her and her skirt had gotten ripped, her clothes were torn. Just trying to get to her phone and just being an argument.

Privacy Did you…

Witness 2 I know that…

Privacy Oh, go ahead.

Witness 2 I know that it had gotten to the point where it happened so frequently that her landlord notified her that if it continued, that she would have to move out.

Privacy And did, let's see. Were you interviewed by the El Segundo Police Department regarding this investigation?

Witness 2 Yes, I was.

Privacy And going back to that incident that you were just describing where her clothing may have gotten ripped and Deputy Mandoyan was trying to get

her cell phone, do you recall approximately what month and year that was?

[redacted] Oh, gosh. Off the top of my head? No, I don't.

[redacted] All right. And then earlier, I had asked you about a phone recording of Mandoyan's voice. Do you remember what the content of that recording was?

[redacted] The one regarding her going to briefing?

[redacted] Yes.

[redacted] I vaguely remember it. He was wanting to know why she was going to briefing. He didn't want her going to briefing. He felt like there was no reason for her to go. The only reason that she would be going was to, you know, to be with other guys that were there at briefing. It was more of a control thing and him being concerned or controlling over who she was around at what time.

[redacted] And also do you, did she ever tell you that he did not want her to talk to you or other, like, family members?

[redacted] Yes. He made it clear on several occasions he didn't like her speaking to me. He would go through her phone logs and see who she talked to and for how long and question her why were you talking to your cousin, [redacted] for this long? What were you guys talking about, you know? Why were you on the phone so long with her? What exactly did you talk about? He would just go through every single phone call I had with her and ask what we were talking about, why we were on the phone for an hour, hour and a half or whatever the time length was.

[redacted] All right.

[redacted] He would question and didn't like us talking.

[redacted] Were there any incidents where you were present and you observed any interactions between [redacted] and Mandoyan that you believed were, I don't know, of concern or inappropriate or anything like that?

[redacted] Yeah. I mean, to be honest, I never got a great feeling from the first time that I met him, and I didn't know anything about their relationship prior to me meeting him, as far as him being controlling, things of that nature. But there were instances where we would be out at a restaurant eating and he would make a big ordeal and get into an argument over a milkshake that she ordered versus something he ordered and would get loud and make it

extremely uncomfortable for me and anybody that was around us. I mean, he just, he made the situations very awkward, would constantly pick fights with, try and pull her aside and whisper things so I couldn't hear them. And wouldn't want to leave, like, when I would be over at her apartment. He would tend to linger and didn't want to leave and then, you know, when he left she would tell me, you know, like, my gosh, I can't take this anymore. He's constantly asking me about this and checking my phone record and wanted to know what we're planning on doing, where we're going and things like that.

[redacted] Is there anything else, oh, during the incident where you were at [redacted] apartment and, and you, and correct me if I misstate something, please correct me, but it sounded to me like did you also think that Mr. Mandoyan had listened in somehow through a video surveillance system or something like that?

[redacted] Yes.

[redacted] And then after he called and, and expressed that he had kind of heard what you were talking about, did, did [redacted] take that system down?

[redacted] I'm not sure if she did. I know that when she got off the phone, she told me, you know, he's looking in on the camera. I said, you know what? Then take it down. I said if you don't feel comfortable in your home and you feel like you can't do what you want to do or have a conversation, you don't feel safe in your own home, take it down. You put it up so you would feel safe. If you don't feel safe, then go ahead and take it down. And I believe that she did take it down. I don't remember if it was immediately after, but I know that she did take it down very soon after that incident.

[redacted] All right. Is there anything else that maybe I haven't asked you that you're aware of that might be pertinent to what I'm looking into?

[redacted] You know, just that he was extremely controlling. He needed to know where she was at all times, even while she was working and he would be off of, off-duty, he would call and see where she was at. And I did a ride-along with her one time and he wasn't working. He was off-duty at the time, and he would constantly call her and want to know where she was at and he probably showed up five or six different times during her entire shift just to check on her, see where she was at. And just he constantly had to keep tabs on her, very controlling, verbally abusive, constantly yelling and having arguments with her. Tried to restrict her talking to me. I think eventually he found out I wasn't too fond of him, because anybody that makes my cousin or anybody that I care about uncomfortable or feel unsafe or unhappy, I'm not okay with. So just that.

[redacted] And just, you mentioned being on a ride-along. Do you have any idea what month and year that would have been that you were on the ride-along?

[redacted] You know what? I'd have to look it up. I really would. I would have to, honestly, it's probably on my old cell phone. I remember taking a picture with her before we even left or went anywhere, so I could possibly look at that photo and see when it was taken and I'd be able to tell you when it was I did the ride-along with her. It was when she was doing patrol in [redacted].

[redacted] Is there anything else you feel is important?

[redacted] I just am more concerned about her safety and, and my safety, you know, being a part of the investigation because knowing that he's not, we're getting a feeling anyways that he's not very stable and can be scary at times…

[redacted] Okay.

[redacted] …so that would be my only concern.

[redacted] All right. If nothing else, then that will conclude the interview.

[redacted] Okay.

[redacted] All right? And I show the time is 12:36, and I will stop the recorder.

[redacted] Okay.

End of interview.

CASE ANALYSIS REPORT

Attachment 33

4G LTE 12:29

Complainant [redacted]

Mobile

OK... I love you!!! 9:05 PM

Are the thermals working 9:06 PM

12/27/14 9:12 PM

Geeeez 9:12 PM

Complainant [redacted]

Love u to 9:14 PM

U eating 9:15 PM

Are the thermals helping babe 9:15 PM

12/27/14 9:30 PM

05 Good Man.mp4 - I Don't Dance (2014): http://

Type a message...

December 27. 2014

67

12:29

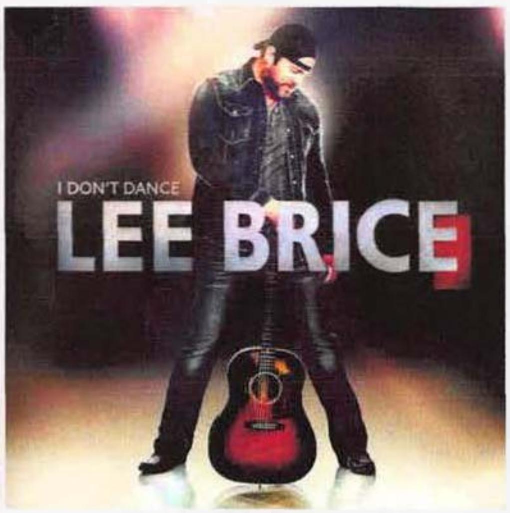
Complainant
[redacted]
Mobile

babe

12/27/14 9:30 PM

05 Good Man.mp4 - I Don't Dance (2014): http://youtu.be/ROEmVKNh5XU

05 Good Man.mp4 - I Don't Dance (2014)



Song Title : 05 Good Man Album Title :I Don't Dance (2014) Band : Lee Brice Release : 2014

9:30 PM

Please listen to it babe

9:30 PM

12/27/14 9:43 PM

Type a message...

December 27. 2014

4G LTE 12:30

[redacted]
Mobile

MESSAGES PHOTOS & VIDEOS eGIFT CONTA

12/27/14 11:59 PM

[redacted] doing babe 11:59 PM

I love you! 11:59 PM

12/28/14 12:38 AM

[redacted]

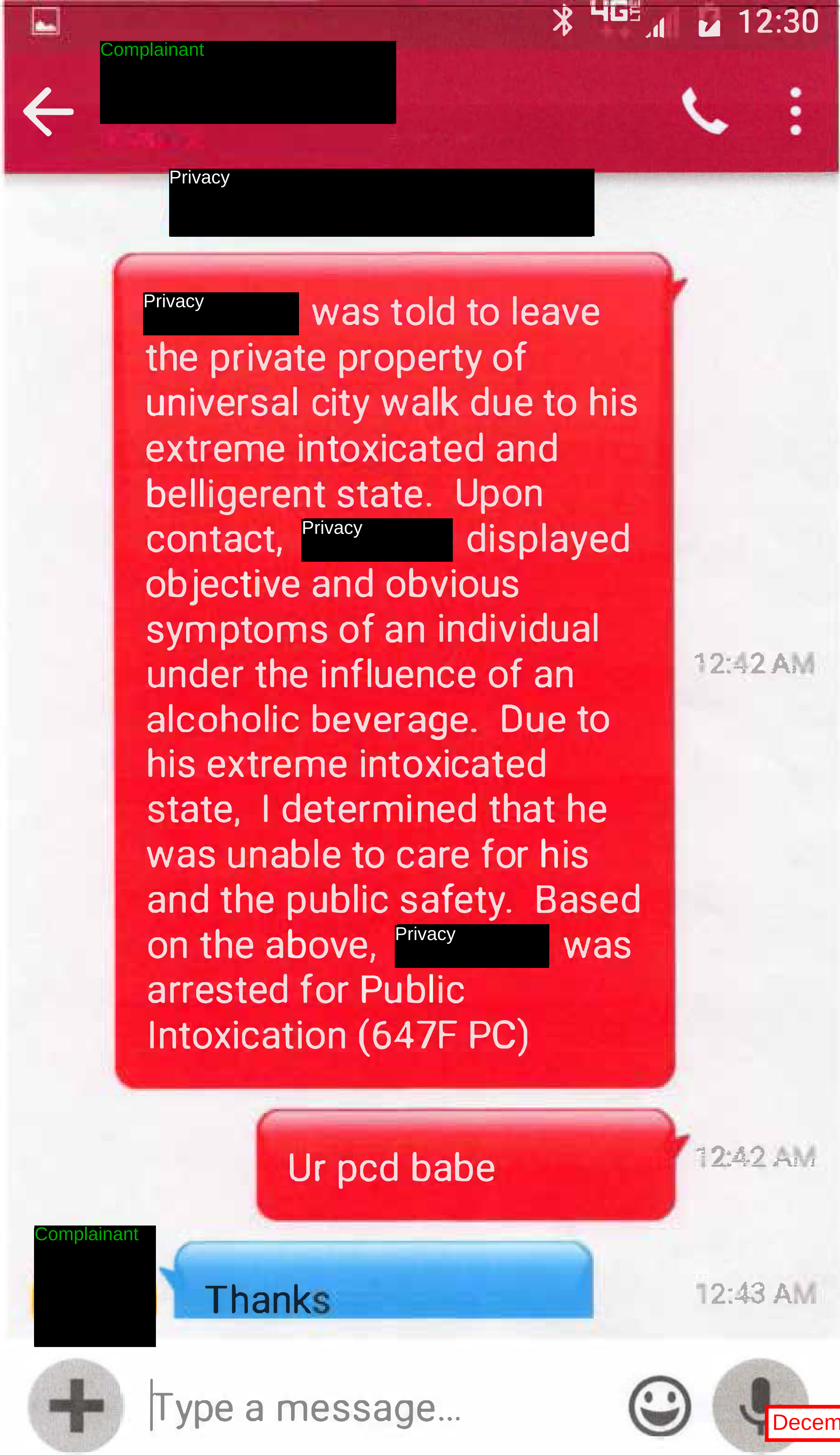
12:38 AM

[redacted] was told to leave

December 28, 2014

Type a message...

67



December 28, 2014

12:30

Complainant [redacted]
Mobile

Ur pcd babe — 12:42 AM

Complainant [redacted]
Thanks — 12:43 AM

Is it on — 12:44 AM

Ok — 12:44 AM

Complainant [redacted]
Huh — 12:44 AM

Does it sound ok — 12:44 AM

Complainant [redacted]
Ya — 12:44 AM

December 28, 2014

12:31

Complainant [redacted]

Ok... Working on ur narrative now... 12:44 AM

Complainant [redacted]

Thank u 12:45 AM

I love u 12:45 AM

12/28/14 12:56 AM

Complainant [redacted]

I love you! 12:56 AM

12/28/14 1:32 AM

Narrative emailed babe... 1:32 AM

I love you... So Explicit [redacted] much 1:32 AM

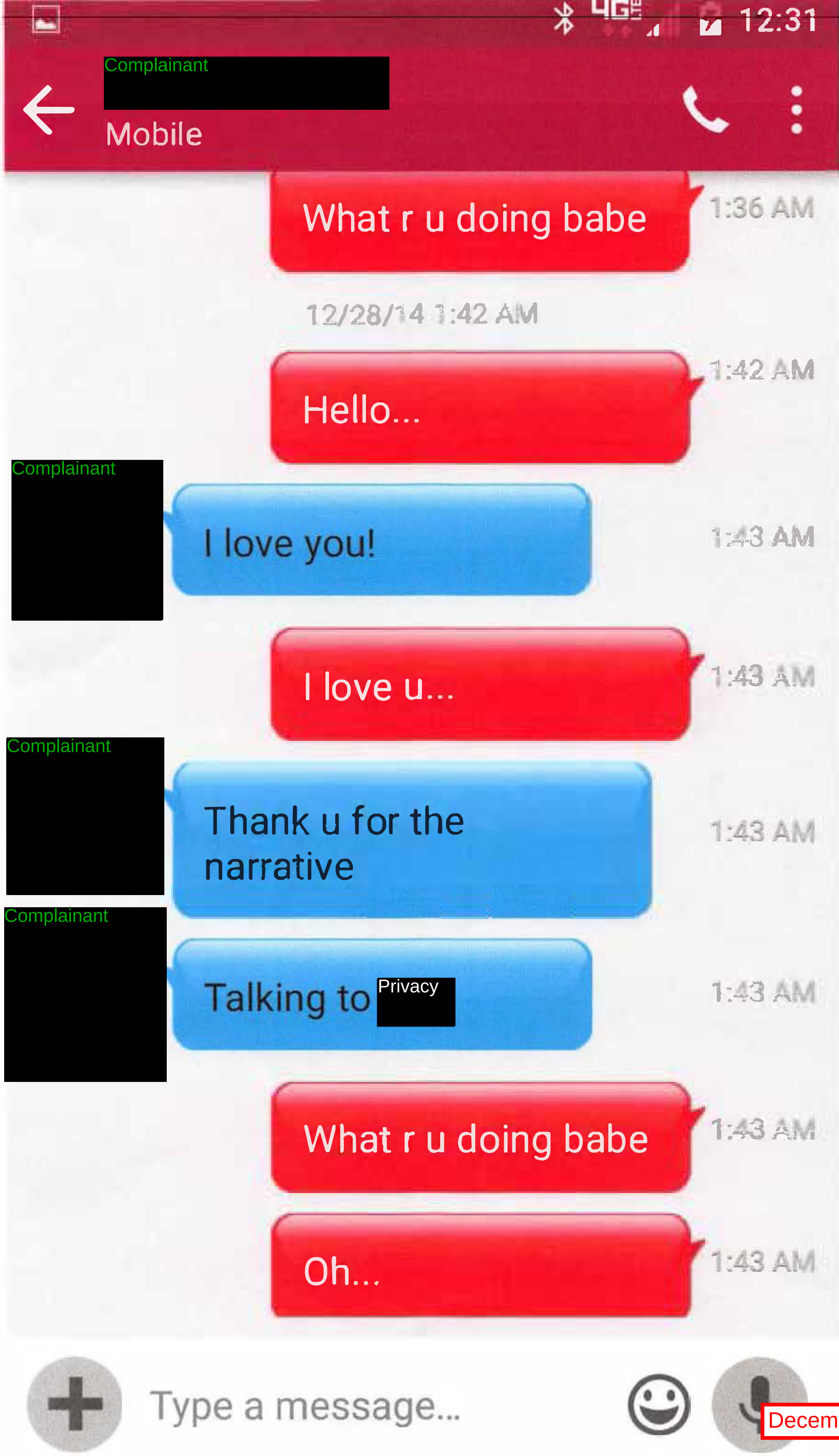
What r u doing babe 1:36 AM

12/28/14 1:42 AM

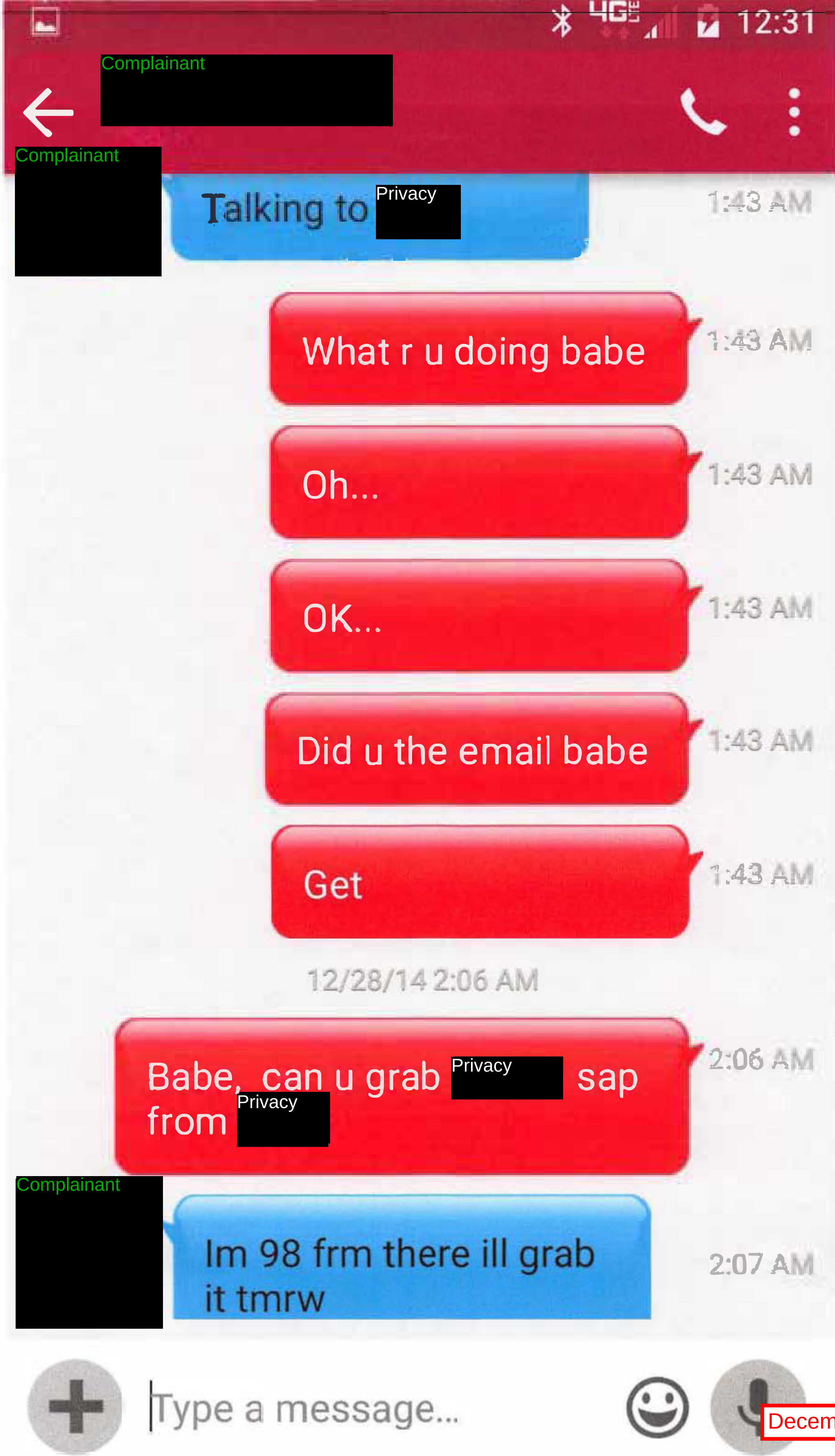
1:42 AM

Type a message...

December 28, 2014



December 28, 2014



December 28, 2014

4G LTE 12:31

Complainant [redacted]
Mobile

12/28/14 10:15 AM

Good morning.. 10:15 AM

I love you! 10:15 AM

12/28/14 10:58 AM

Complainant [redacted]
Good my 10:58 AM

Complainant [redacted]
Morning 10:58 AM

Complainant [redacted]
Love u to 10:58 AM

12/28/14 11:07 AM

Hi baby... I'm ert to the gym babe.. 11:07 AM

Let me know if ur hungry 11:08 AM

Type a message...

December 28, 2014

4G LTE 12:32

Complainant
[redacted]

MESSAGES PHOTOS & VIDEOS eGIFT CONTA

Let me know if ur hungry 11:08 AM

12/28/14 2:22 PM



2:22 PM

Complainant
[redacted]

Go with the grey 2:25 PM

Type a message...

December 28, 2014

4G LTE 12:32

Complainant [redacted]
Mobile

Sent

Complainant [redacted]

Go with the grey — 2:25 PM

Ok — 2:25 PM

I'll get the Lrg top then — 2:25 PM

Complainant [redacted]

Ok. Thank u — 2:26 PM

Complainant [redacted]

See if they have hamd warmers — 2:26 PM

12/28/14 6:36 PM

Hey — 6:36 PM

12/28/14 9:46 PM

Complainant [redacted]

I have her sap — 9:46 PM

Type a message...

December 28, 2014

67

1:30

Complainant [redacted]
Mobile

Ok 2:25 PM

I'll get the Lrg top then 2:25 PM

Complainant [redacted]

Ok. Thank u 2:26 PM

Complainant [redacted]

See if they have hamd warmers 2:26 PM

12/28/14 7:36 PM

Hey 6:36 PM

12/28/14 10:46 PM

Complainant [redacted]

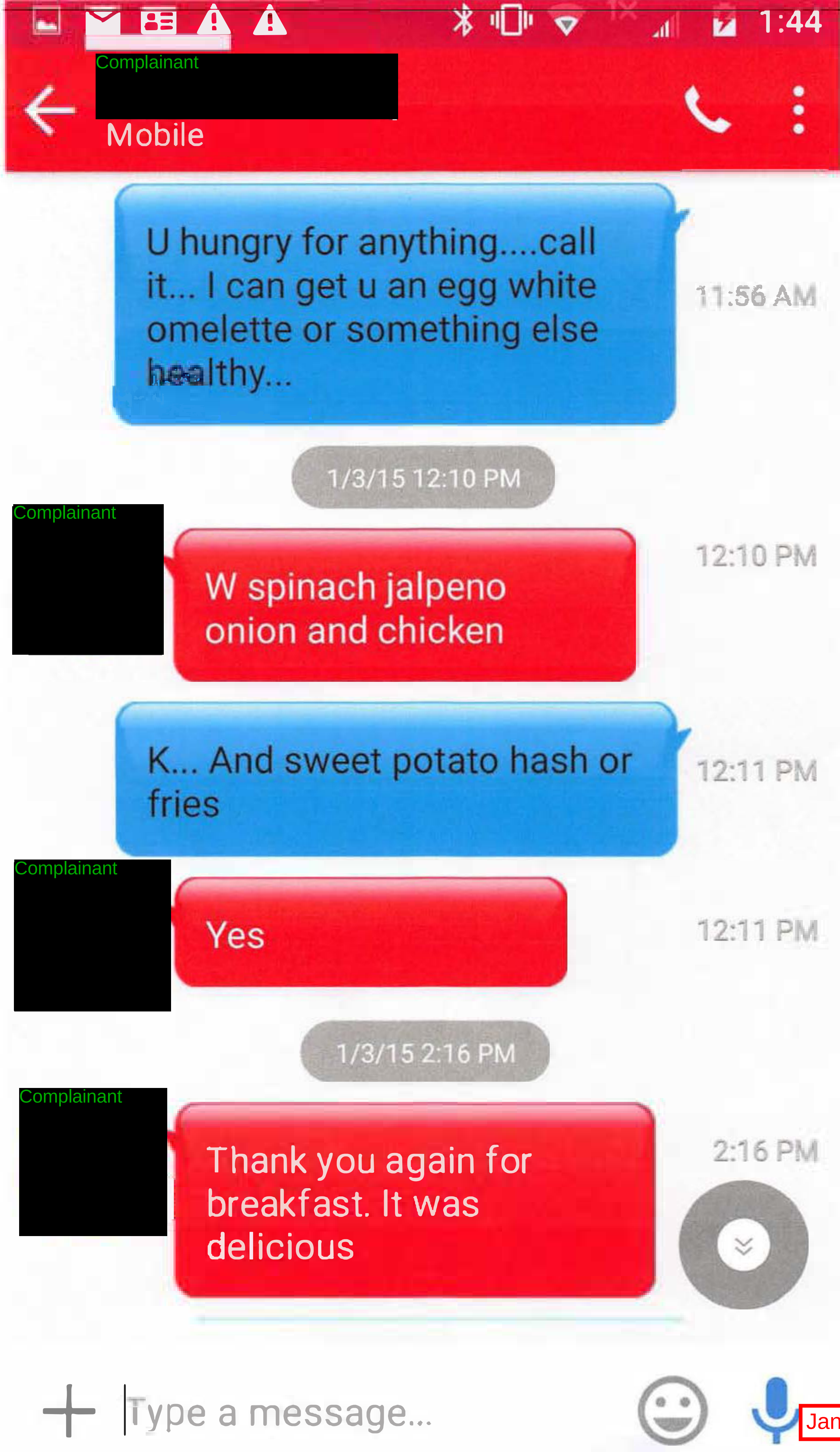
I have her sap 9:46 PM

Complainant [redacted]

Give me a call when ur not busy

Type a message...

December 28, 2014



January 3, 2015

1:45

Complainant
[redacted]
Mobile

...heartily...

1/3/15 12:10 PM

Complainant
[redacted]

W spinach jalpeno onion and chicken — 12:10 PM

K... And sweet potato hash or fries — 12:11 PM

Complainant
[redacted]

Yes — 12:11 PM

1/3/15 2:16 PM

Complainant
[redacted]

Thank you again for breakfast. It was delicious — 2:16 PM

Ur welcome... My pleasure — 2:16 PM

1/3/15 7:42 PM

Type a message...

January 3, 2015

CASE ANALYSIS REPORT

Attachment 34

BEFORE THE CIVIL SERVICE COMMISSION

OF THE COUNTY OF LOS ANGELES

[redacted], HEARING OFFICER

CERTIFIED COPY

IN THE MATTER OF THE DISCHARGE, EFFECTIVE SEPTEMBER 14, 2016, OF: CAREN MANDOYAN, APPELLANT, FROM THE POSITION OF DEPUTY SHERIFF, SHERIFF'S DEPARTMENT, RESPONDENT.	CASE NO. [redacted]

TRANSCRIPT OF PROCEEDINGS

Los Angeles, California

Wednesday, September 27, 2017

Reported by:

[redacted]
HEARING REPORTER

Q Then you made this report to Lieutenant [redacted] who in turn contacted the POE Unit?
A Yes.
Q So then you're having contact with Deputy Mandoyan after this relationship concluded before Christmas of 2014 as evidence in Appellant's Exhibit 56; is that true?
A Yes.
Q So were you still dating Deputy Mandoyan at that time, Ms. [redacted]
A No.
Q What was your relationship at that time -- and I'm referring to after Christmas, December 25th, 2014?
A Amicable, friendly, friends.
Q And you stayed in contact with him even after this purported trying to break into your house event that happened some unknown date in 2014?
A Yes.
Q But you never reported that to any police agency?
A No. Not until after.
Q Until after you got these derogatory anonymous text messages?
A Correct.
Q And in January of 2015, were you still contacting Deputy Mandoyan by text to write police reports for you?

A It's possible, yeah.

Q Would it help to refresh your recollection to see if he was doing that in January of 2015?

A Okay.

Q It would help refresh your recollection?

A It's not unlikely that he helped me. We were still friends. Like I said, it was a matter of when he made such a commotion of when he followed me home, is when I was contacted by my landlord and threatened that she would have to ask me to leave if that incident -- an incident like that happened again --

MR. [redacted]: Again, motion to strike as nonresponsive at this point.

HEARING OFFICER [redacted]: Well, that will be granted, but -- because he didn't ask you about that. He asked you if you recall -- I think you're sort of acknowledging you did ask him to help --

THE WITNESS: Yeah.

HEARING OFFICER [redacted]: -- did ask him to help you with reports in January; right?

THE WITNESS: Yes.

BY MR. [redacted]:

Q Okay. So you don't need to see that. You agree that you're sending him text messages and he's writing your reports in January of 2015?

A Yes.

Q Okay. And that's post-breakup, after Christmas 2014; correct?

A Correct.

Q And that's well past the purported sliding glass door event from some point in time earlier in 2014; correct?

A Yes.

Q Did Deputy Mandoyan, in January of 2015, come up to [redacted] and go to a, you know, restaurant or a location up there?

A Yes.

Q Okay. And did you contact anyone to, you know, help him get into the restaurant location up there in [redacted]?

A Not that I can recall.

Q Would it help refresh your recollection if I showed you a text message?

A Sure.

MR. [redacted]: I believe we're up to Exhibit 57 for the Appellant.

(Appellant's Exhibit 57 was marked for identification by the Hearing Officer.)

HEARING OFFICER [redacted]: Thank you.

MR. [redacted]: Here you go, Ms. [redacted].

THE WITNESS: Thank you.

BY MR. [redacted]:

Q So on January 25th, 2015, were you still assigned at [redacted] for the LA County Sheriff's Department?

A Yes.

Q Now, with the first entry here at 9:12 p.m. on January 25th, 2015, in Appellant's Exhibit 57, it indicates:

"He's on his way up to get you in."

That was a text message you sent to Deputy Mandoyan.

Can you tell us who was on his way up to get him?

A I have no idea. I don't recall this conversation.

Q Do you recall you got a response:

"They got me in. I'm good. Thank you"?

A No.

Q And what was your normal shift when you worked over at [redacted]? What hours did that encompass?

A I don't remember. Might have been 4:00 to 2:00. 4:00 p.m. to 2:00 a.m. -- I don't know.

Q Would you get off at 3:00 o'clock, 4:00 o'clock in the morning? Was that a general time reference for

when your shift concluded?
A Uh-huh. Yeah.
Q Is that a "yes"?
A Yes, that's a "yes."
Q And in reference to this event you're talking about with the following you home from work, do you remember the approximate date that took place?
A No.
Q When you claim you were followed home from work, was that sometime in January 2015?
A I believe it was.
Q Okay. And is it possible that that took place on January 25th into January 26th?
A I don't know.
Q Would you talk to Caren Mandoyan when you were driving home after your shift was concluded at [redacted] in January of 2015?
A Yes, sometimes.
Q Okay. And would there be times when you would invite Deputy Mandoyan to come to your residence if he wasn't already there in January 2015?
A I don't believe so.
Q When you would have conversations with Deputy Mandoyan after you broke up, you know, December 2014, before Christmas, would you have long

conversations with him -- or describe those for me after Christmas of 2014 when you communicated by phone.

A I can't describe those for you. I mean, there might have been long conversations, there might have been short conversations. I really can't justify the specifics.

HEARING OFFICER [redacted]: So you're saying you don't remember?

THE WITNESS: I don't remember.

HEARING OFFICER [redacted]: You don't remember what you talked about or the nature of the conversations?

THE WITNESS: I -- no.

HEARING OFFICER [redacted]: It's all blank?

THE WITNESS: I mean, for the most part, I don't have any -- I mean, if we were taking about my night -- I mean, I'm just trying to think what normal people would talk about.

HEARING OFFICER [redacted]: Well, you shouldn't speculate on what normal people might talk about, but rather give your recollection, your testimony --

THE WITNESS: I don't -- I don't have --

HEARING OFFICER [redacted]: Wait, wait, wait. Let me finish. Let me finish -- give your testimony about what you and he talked about in that time frame that month after you broke up -- but you don't have any recollection?

THE WITNESS: I don't have any recollection.

BY MR. [redacted]:

Q Did you invite Deputy Mandoyan to come home with you on January 26th, 2015, after you got off shift while he was at the [redacted]?

A No. I don't believe I did.

Q Did you have a conversation with him that took about 26 minutes on January 26th at 3:18 in the morning while the two of you were driving back to your residence in [redacted]?

A If -- no. I did not invite him back.

Q What was your phone number back in 2015? I'm referring to your cell phone number.

A [redacted] something. I don't know the last four.

Q [redacted]?

A Sounds about right.

Q Okay. Let me try to refresh your recollection with another document here, Ms. [redacted].

MR. [redacted]: I believe we're up to Appellant's 58.

HEARING OFFICER [redacted]: Are you cold?

THE WITNESS: Yes.

HEARING OFFICER [redacted]: Do you have a jacket?

THE WITNESS: No.

HEARING OFFICER [redacted]: Why don't we try to adjust the thermostat.

THE WITNESS: I'm sorry. It's okay. Thank you.

(There was an interruption in the proceedings.)

HEARING OFFICER [redacted]: So we have Exhibit 58 now. It's one page of Verizon Wireless call detail.

(Appellant's Exhibit 58 was marked for identification by the Hearing Officer.)

MR. [redacted]: Correct.

BY MR. [redacted]:

Q You indicated your number back in January 2015 was [redacted]

A Yes.

Q If you look at Appellant's Exhibit 58 in front of you, if you look at the fifth entry down -- well, actually, look at the fourth and fifth entry down.

You see there was a phone call you made to Deputy Mandoyan at 3:14 a.m.?

A Okay.

Q A two-minute phone call?

A Okay.

Q Do you recall that?

A No, but --

Q How about the next entry at 3:18 a.m. in the morning. Looks like there is a 26-minute phone call to

Deputy Mandoyan; do you remember making that phone call?

A I don't remember making any of these phone calls, but they're on here, so I must have.

Q So those phone calls go to your cell phone number you had back in January 2015?

A Yes.

Q So you make a 26-minute phone call at 3:18 in the morning to Deputy Mandoyan. Do you remember what that 26 minutes of conversation consisted of?

A No.

Q But you called him; correct?

A It says "incoming," so yes.

Q And you were broken up December 25th, 2014, according to your testimony; isn't that true?

A Yes.

Q And according to what you told Lieutenant [redacted] on June 21st, 2015, that your dating/cohabitating relationship ended in December of 2014; isn't that correct?

A Our dating relationship ended in 2014.

Q Well, I was reading from the document, so the document says "dating/cohabitating relationship" that ended in December of 2014.

MS. [redacted]: And I would just object. He's misstating the testimony. She's been very clear that they

did not cohabitate.

HEARING OFFICER [redacted]: Well, I agree with you, but I think also he's reading the report which also does say their "cohabitation relationship." So I don't think there's -- it's more of semantics, but I heard her testimony saying she never had that cohabitating relationship, and --

BY MR. [redacted]:

Q But you indicated in your testimony back on July 26, 2017, that Deputy Mandoyan stayed with you, what was it, three or four nights a week?

A Yeah.

Q Okay. And after December 2014 when you claimed the relationship ended, can you tell us the reason you're calling Deputy Mandoyan at 3:18 in the morning for a 26-minute conversation?

A I must have been off of work. It wasn't unlike us to continue talking after -- I don't know what I specifically talked about. I evidently did, but to tell you what we talked about, I have no idea.

Q And this would be in relation to him being up in [redacted] on January 25th, 2015, 9:00 o'clock in the evening. You indicated that:

"He's on his way up to get you in."

A Okay.

Q Was that some kind of nightclub or a movie theater to get Deputy Mandoyan into over at [redacted]?

A I have never gotten Deputy Mandoyan into a nightclub or anything for that matter there or anywhere --

Q Okay. So --

A -- so I don't know what this is really referring to.

Q Well, you agree you're sending text messages to Deputy Mandoyan on January 25th, 2015; correct?

A I agree that you have messages from my phone. I don't recall this conversation and in what regards anybody helped him get into.

Q Okay. So you do not have any recollection of who was coming up to let Deputy Mandoyan in on January 25th, 2015 at 9:12 p.m., as reflected in Appellant's Exhibit 57; is that your testimony?

A Yes.

Q Okay. And that was after your relationship ended at some point in time before Christmas, December 2014; correct?

A Correct.

Q And what I'm trying to ascertain is after your relationship ended, as you told Lieutenant [redacted] and as you testified here to here on July 26th, 2017, what a

26-minute phone call with Deputy Mandoyan encompassed at 3:18 in the morning on January 26th, 2015?

A Sir, I don't know what it encompassed. I don't recall having this conversation.

Q So is it correct to say that you were still in a relationship with Deputy Mandoyan in January the 26th of 2015?

A No.

Q But you're contacting somebody that you told someone else that you ended a relationship with the prior month?

A I don't understand, but -- I'm sorry.

Q Well, you told Lieutenant [redacted] that your relationship ended in December 2014 with Deputy Mandoyan, and now you testified here that it occurred before Christmas in December; do you remember that testimony?

A Yes. So sometime in December I ended our relationship -- our dating relationship. This doesn't mean that we're still dating, just means that we're still talking.

Q Still talking at 3:18 in the morning with someone you no longer were in a dating relationship with?

A Sure. I'm looking at all of these and it appears that all of these below the next highlighted are all incoming -- or outgoing calls from him to me.

CASE ANALYSIS REPORT

Attachment 35

1:23

Complainant [redacted]

Mobile

MESSAGES PHOTOS & VIDEOS eGIFT CONTA

1/25/15 9:12 PM

Complainant [redacted]

Hes on his way up to get u in — 9:12 PM

They got me in.... I'm good.. Thank u — 9:12 PM

Complainant [redacted]

Ok — 9:13 PM

1/25/15 10:14 PM

Complainant [redacted]

Im here — 10:14 PM

OK... I'm gonna walk down.. — 10:14 PM

January 25, 2015

CASE ANALYSIS REPORT

Attachment 36

761551N25A -SH-AD-32A (2/72)

COUNTY OF LOS ANGELES

SHERIFF'S DEPARTMENT

A Tradition of Service

DATE: June 3, 2015

OFFICE CORRESPONDENCE

FILE NO.

FROM: Mandoyan, Caren, Carll

TO: Lieutenant [redacted]

SUBJECT: **Phone call I received from Deputy [redacted]**

Background

I was in a two year relationship with Ms. [redacted] which ended approximately six months earlier. The relationship towards the end was somewhat rocky with our share of arguments and disagreements. During our relationship, there were no Law Enforcement contact or any incidents.

On June 3, 2015 at 1719 hours while working as COMP1 in [redacted] I received a phone call from a blocked number. I answered my cell phone and heard a female voice yelling, profanities stating, "You stupid [redacted] You're all [redacted] up." I listened for a few seconds and asked who this was. The female then, while still yelling, stated, "You know who the [redacted] this is." At this point I recognized the voice as being my ex-girlfriend, [redacted]

Ms. [redacted] continued yelling on the phone stating, "You can say goodbye to your [redacted] job you [redacted] idiot. You're a [redacted] idiot. When I'm done with you, you're going need a psych approval to get your job back. You're a stupid [redacted] When there was a second of a break, I told her that I was at work and did not know what this was about. She continued yelling and stated, '[redacted] you, you [redacted] up. I'm going to call your Watch Commander and tell him that you broke in my place and anything else that I want." She made a comment about a 'text' which I did not understand as she was yelling and cursing at me.

I advised her that I was at work and had no idea what this was about. She stated, '[redacted] you, you're a basehead." At this point I disconnected the line. The duration of the call was 1 minute and 56 seconds.

After disconnecting the phone line, I immediately advised Lieutenant [redacted] of the phone call and the allegations Ms. [redacted] made towards me.

CASE ANALYSIS REPORT

Attachment 37

BEFORE THE CIVIL SERVICE COMMISSION

OF THE COUNTY OF LOS ANGELES

[redacted], HEARING OFFICER

IN THE MATTER OF THE DISCHARGE,)
EFFECTIVE SEPTEMBER 14, 2016, OF:)
)
CAREN MANDOYAN,)
)
APPELLANT,)
) CASE NO. [redacted]
FROM THE POSITION OF)
DEPUTY SHERIFF,)
SHERIFF'S DEPARTMENT,)
)
)
RESPONDENT.)
)

TRANSCRIPT OF PROCEEDINGS

Los Angeles, California

Wednesday, September 27, 2017

Reported by:

[redacted]
HEARING REPORTER

HEARING OFFICER [redacted] On your phone?

THE WITNESS: Yeah. Well, you can log in from any computer to find it.

HEARING OFFICER [redacted] So does that mean you gave him your password?

THE WITNESS: I might have, yeah. It's possible.

HEARING OFFICER [redacted] Well, is there any other way he would have gotten it unless you had voluntarily given it to him?

THE WITNESS: I always use the same password, but I'm sure I gave it to him.

HEARING OFFICER [redacted]: Okay.

BY [redacted]:

Q When did you find out about the text message that was received by Deputy [redacted]?

A I'm pretty sure it was immediately after. Her significant other and I were driving back from working overtime at Edelman Children's Court --

Q And that would be [redacted]?

A Yes.

Q [redacted]?

A Correct. And she called him infuriated --

Q And that would have been June 3rd, 2015? Sounds accurate?

A Yeah.

Q The same day you called Deputy Mandoyan and said whatever you testified to, to him on your prior appearance?

A Yes.

Q Did you threaten his job on June 3rd, 2015?

A I don't know. It's possible. I was really mad.

Q And you were mad because this text message was received by Deputy [redacted], the anonymous text, and your conclusion was that it was sent by Deputy Mandoyan?

A Yes.

Q So then you called him on June 3rd, 2015, and expressed whatever sentiments you said during this conversation?

A Yes.

Q Was Deputy Mandoyan at work when you called?

A I believe that he was, but I had no idea he was at work when I called him, but I believe he was at work.

Q And you also indicated that during your interview you were very heated and accused Mandoyan of sending text messages to [redacted]; do you remember that interview?

A Yes.

Q Did you call Mandoyan a stupid [redacted] during that phone conversation?

A Probably.

CASE ANALYSIS REPORT

Attachment 38

Privacy

[redacted]

Privacy

[redacted]

Privacy

[redacted]

Privacy

Privacy

[redacted]

CASE ANALYSIS REPORT

Attachment 39

BEFORE THE CIVIL SERVICE COMMISSION

OF THE COUNTY OF LOS ANGELES

[redacted], HEARING OFFICER

CERTIFIED COPY

IN THE MATTER OF THE DISCHARGE,)
EFFECTIVE SEPTEMBER 14, 2016, OF:)
)
CAREN MANDOYAN,) CASE NO. [redacted]
)
APPELLANT,)
)
FROM THE POSITION OF DEPUTY)
SHERIFF, LOS ANGELES COUNTY)
SHERIFF'S DEPARTMENT OF,)
)
RESPONDENT.)
)

TRANSCRIPT OF PROCEEDINGS

Los Angeles, California

Monday, July 24, 2017

Reported by:
[redacted]
HEARING REPORTER

Q Tell us what you saw?

A As far as, physically, meeting up that night, we met up to eat. And they had their conversation, ate and that was pretty much the extent of it.

Q Okay. Did the Appellant show up any other time during the shift?

A Not physically, no.

Q Okay. Tell me what you mean by "not physically"?

A Her phone was going off constantly, again, with the texting and the phone calls asking her where she was at. Are you taking a call? What call are you on? Did you go to the briefing? Any and all questions the entire time.

Q Now, did you ever -- did [redacted] ever tell you about an incident where the Appellant physically assaulted her?

A Very vaguely.

Q Okay. What did she tell you?

A That he had assaulted her; that her clothes were torn in the process, and that she was hurt. She did not go into detail with me as far as her injuries.

Q And in relationship to when this happened, do you know when she told you?

A I don't. I don't remember.

Q Okay. Do you know if [redacted] ever tried to break

CASE ANALYSIS REPORT

Attachment 40

IV Privacy

SUBJECT INTERVIEW

DEPUTY CAREN MANDOYAN

Privacy All right, today's date is July 14, 2016 and the time is approximately 1052 hours. My name is Sergeant Privacy. I'm assigned to the Los Angeles County Sheriff's Department Internal Affairs Bureau, which is commanded by Captain Privacy This is a subject interview with Deputy Caren Mandoyan regarding case number Privacy. We are at the IAB office building in interview room C. My last name is spelled Privacy and, Deputy Mandoyan, if you could introduce yourself, first and last, and then spell your last?

Coversheet only. Not Relevant to attachment content. Added to document date & time of interview. See following page(s)

[redacted]

Privacy Did you ever see any damage to her, any interior door in that apartment?

Mandoyan: There was, there was damage, well, she damaged the door. I'm trying to remember when this was. It was, the bedroom door from the living room was like really thin press board door and the bottom portion kind of like, she was vacuuming one day and I wasn't there and I guess she shut the door and it was one of her cats' toys that was kind of a door jamb type it just buckled the bottom portion of the door and it, and so she called me and she's like, hey, crap, I shut this door and then the toy kind of wedged it and caved in the press board. It was one of those hollow doors, really lightweight hollow doors, press board, and the bottom portion of the door kind of caved in. So I tried to fix it. I went over and I said, well, maybe I can glue it, glue it back in and it was unsuccessful.

Privacy Was there, did it cause a hole in the door?

Mandoyan: No, there was, it was just the bottom portion of the door was just kind of like, when she, apparently when she shut it and the toy acted as like a wedge type of thing and it just caved in the bottom, it was like a little indent mark where the door's kind of like, it's almost like, I can't even describe it. It was just an indent, but it was caved in. You could tell it was, you know, there was damage to it. But it wasn't like a hole there because that piece that there and I know I was trying to glue it.

Privacy Okay. On that particular evening that we've been talking about, did you enter her bedroom, like in a forcible type manner?

Mandoyan: There was no, there was nothing forcible…

Privacy That occurred that night?

Mandoyan: …that occurred that night.

Privacy Okay. Do you remember about how you left the location that night?

Mandoyan: I probably spent the night.

Privacy Okay. Did you, do you recall leaving the location and taking something from Complai

Mandoyan: No, I don't think we left, you know, I don't think we left that night, neither of one us. We stayed in the apartment.

CASE ANALYSIS REPORT

Attachment 41

BEFORE THE CIVIL SERVICE COMMISSION

OF THE COUNTY OF LOS ANGELES

[redacted], HEARING OFFICER

CERTIFIED COPY

IN THE MATTER OF THE DISCHARGE, EFFECTIVE SEPTEMBER 14, 2016, OF:

CAREN MANDOYAN,

APPELLANT,

FROM THE POSITION OF DEPUTY SHERIFF, SHERIFF'S DEPARTMENT,

RESPONDENT.

CASE NO. [redacted]

TRANSCRIPT OF PROCEEDINGS

Los Angeles, California

Wednesday, September 27, 2017

Reported by:

[redacted]
HEARING REPORTER

HEARING OFFICER [redacted]: Well, overruled.

THE WITNESS: Do you want me to read it out loud?

BY MR. [redacted]:

Q No, just to yourself.

A Okay.

Q As you sit here today, in around the time you were talking to Lieutenant [redacted] on June 23rd, 2015, did you blame Deputy Mandoyan for not obtaining a position at Special Victims Bureau?

A No.

Q Okay. And you never even applied for the position; correct?

A Correct.

Q Okay. Did you get the impression that Lieutenant [redacted] was writing down or accepting information you were giving to him accurately?

A I believe that he was -- I don't think he was writing down anything because I was on the phone with him. I don't know what he was doing.

Q But he got this information from you?

A Yeah. Absolutely.

Q Okay. So Deputy Mandoyan doesn't have, as far as you're aware, any ability to prevent you from applying at any job on the Sheriff's Department?

A No. I could have applied.

CASE ANALYSIS REPORT

Attachment 42

Privacy [redacted]

WITNESS INTERVIEW

DEPUTY Witness 4 [redacted]

Privacy [redacted] Okay. Today's date is July 18, 2016, and the time is approximately 1100 hours. This is a witness interview with Deputy Witness 4 [redacted] regarding case number Privacy [redacted] We are at the IAB Office Interview, Office Building in Interview Room A. My last name is spelled Privacy [redacted]. I am a sergeant at Internal Affairs Bureau, which is commanded by Captain Privacy [redacted] And, Deputy Witness 4 [redacted] if you could please introduce yourself first and last, and then spell out your last name.

Coversheet only. Not Relevant to attachment content. Added to document date & time of interview. See following page(s) [redacted]

[redacted] Okay. Has Mandoyan ever told you that he was watching [redacted]

[redacted] No.

[redacted] All right.

[redacted] He didn't say anything.

[redacted] Did, did, did he ever go, take you with him to go watch her or anything like that?

[redacted] No.

[redacted] Okay. After the, the TR, TRO was served, did you telephone Mandoyan?

[redacted] No.

[redacted] Okay. All right. And is there anything else that you feel is important to what I'm looking into related to them or your encounter with Deputy Mandoyan?

[redacted] No. That's it.

[redacted] Okay. And, once again, I just want to reiterate before we end the interview, did, did you feel threatened when, when Deputy Mandoyan, you know, started to enter your window at your residence?

[redacted] I wouldn't say threatened.

[redacted] I just want to be clear here. Is it something that you feel that you should report today? You know, you, you talk about it might have been a crime. Is it something that you think that you, now looking at it in hindsight, that you should report the incident to the [redacted] Sheriff's Department, or Sheriff's Station?

[redacted] No.

[redacted] I mean, would you…

[redacted] No.

[redacted] …would, is there any crime that you can think of that you'd be willing to try and prosecute…

[redacted] No.

[redacted] …him for anything?

[redacted] No.

[redacted] Okay. Anything else that maybe I haven't asked you that you feel is important?

[redacted] No.

[redacted] Did, did, did Mandoyan ever tell you that he was sending, like, anonymous text messages to [redacted]

[redacted] No.

[redacted] Okay.

[redacted] I didn't find out any of that stuff till I talked to [redacted] and all that. I didn't know any of that stuff until I talked to her.

[redacted] All right. Did you ever send any anonymous text messages to her or anybody, any other sheriff's department members on his behalf?

[redacted] No.

[redacted] Okay. Is there anything else that…

[redacted] No.

[redacted] Okay. All right. I show the time is 1124, and that will conclude the interview.

End of interview.

CASE ANALYSIS REPORT

Attachment 43

From: [redacted]
Sent: Friday, June 21, 2019 9:11 AM
To: [redacted]
Cc: [redacted]
Subject: Channel 7 Mandoyan Interview

[redacted]

Both the taped interview and report were "lost" and never mentioned at civil service. Please view the below attachment.

Go to 1:40 seconds.

https://abc7.com/rehired-la-sheriffs-deputy-speaks-out-amid-controversy/5226604/

[redacted]

From: [redacted]
Sent: Tuesday, June 18, 2019 5:32 PM
To: [redacted]
Cc: [redacted] [redacted]
Subject: Meeting

Good afternoon sir:

Thank you for taking your time to meet with us yesterday. I know that your time is valuable.

Thank you also for telling us of the interview with [redacted] Will you please provide us with any evidence in the Department's possession that such an interview took place, who participated in the interview, when the interview took place, whether the interview was recorded, and if so who recorded the interview and what was done with the recording and copies of the recording after it was made?

Such evidence of an interview might also consist of secondary evidence such as notes in an investigator's log, notes of conversations with investigators, witness or others, logs of recording equipment usage, sign in sheets at the station or facility at which such an interview might have taken place, or any other documentation.

Thank you for your cooperation.

[redacted]
Chief Deputy, Inspector General
Los Angeles County Office of Inspector General
[redacted]

67

Privacy [redacted]

CASE ANALYSIS REPORT

Attachment 44

Harm To Ongoing Matter

[redacted]

Harm To Ongoing Matter

[redacted]

Harm To Ongoing Matter

[redacted]

Harm To Ongoing Matter

[redacted]

Harm To Ongoing Matter

[redacted]

Harm To Ongoing Matter

[redacted]

Harm To Ongoing Matter

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Harm To Ongoing Matter

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Harm To Ongoing Matter

[redacted]

Harm To Ongoing Matter

[redacted]

Harm To Ongoing Matter

[redacted]

CASE ANALYSIS REPORT

Attachment 45

Harm to Ongoing Matter

[redacted]

Harm To Ongoing Matter

[redacted]

Harm To Ongoing Matter

[redacted]

Harm To Ongoing Matter

[redacted]

CASE ANALYSIS REPORT

Attachment 46

From: [redacted]
Sent: Thursday, September 28, 2017 10:50 AM
To: [redacted]
Cc: [redacted]
Subject: Mandoyan update

Assistant Sheriff [redacted] and [redacted] –

The purpose of this email is to update you on the status of the Mandoyan Civil Service appeal, CSC [redacted]

The fourth day of hearing was held on Wednesday, September 27. As I previously reported, Deputy [redacted] resigned from the Department on Monday, September 25. Despite her expressed reluctance, she appeared and we completed her testimony. That's the good news. The not-so-good news is that Hearing Officer [redacted] does not appear to be very impressed with [redacted] testimony. As expected, [redacted] credibility has been vigorously attacked by Appellant. Counsel has suggested that she made up these allegations when she learned Mandoyan began dating [redacted] During cross she was confronted with text messages where she told Mandoyan she loved him AFTER the December 27 attempt to break in (when she claims she ended their relationship). But probably most damaging have been the three lieutenants and two deputies who have testified to Mandoyan's outstanding performance and reputation as a deputy. Two of those lieutenants who supervised [redacted] testified very critically about [redacted] character, describing her as a problem employee whom they don't trust and perceive as disloyal to the Department. [redacted] has not been a terrible witness, but she has not been a very compelling one, either. For the most part, her affect has been flat and she is very vague on dates and some facts.

Additionally, counsel has objected to the Department calling [redacted] to testify as a DV expert in this case, and Mr. [redacted] has taken the matter under submission. He intends to rule Friday morning. Again, based on his comments, he may not allow her to testify, or seriously restrict her testimony. From his comments, he is not buying the Department's DV theory and has expressed concern that it's an attempt by the Department to bolster [redacted] credibility. My overall impressions of [redacted] questions, rulings and in-hearing statements are not favorable to the Department's case. He may be thinking out loud and playing devil's advocate. It's hard to get a clear read. He listens very carefully and appears to be very analytical.

Regarding the Reaper issue: I asked one lieutenant if he knew about the Reapers. That lieutenant testified that if he learned a deputy was a Reaper, he would understand that to mean that the deputy was tenured at SLA and recognized as a hard worker. The tattoo represents station pride. He does not believe the Department views Reapers unfavorably. As far as the Reaper issue goes, it's very tangential. We did not charge Mandoyan with being a Reaper, and counsel has pointed out that it is not a violation of policy to be a Reaper. The only reason I explored that issue is because [redacted] testified that she knew Mandoyan was a Reaper. She believed that meant he knew people on the Department and had some power.

The two strongest charges (in that they do not rely wholly on [redacted] credibility) would appear to be Mandoyan's failure to report he was served with a TRO and lying about his attempts to enter [redacted]

apartment. As far as the failure to report the TRO, his excuse (in his interview) was he told his attorney. Even if we completely win this allegation, it doesn't warrant discharge.

As far as lying about the attempted entries into her apartment, I don't believe the Department has been able to meet its burden regarding Charge 4(b) and (d), the Jan 2015 night entry through her bathroom window. [redacted] testified that he only placed his head and one arm inside the bathroom and did not describe him as attempting to get inside, only talking to her through the window. She did not call the police or report this to the Department.

So that leaves the December 2014 video of him attempting to pry into her sliding glass door. If Mr. [redacted] believes Mandoyan lied about this during his IAB, will he feel it is egregious enough by itself to warrant discharge? That's the $64,000 question.

We resume hearing Friday for the final day of hearing. Counsel has not yet decided whether Mandoyan will be testifying.

[redacted] has been attending this hearing with me and may have additional thoughts.

Regards -

[redacted]

Sgt. [redacted]
Los Angeles County Sheriff's Department
Advocacy Unit
[redacted]

CASE ANALYSIS REPORT

Attachment 47

From: [redacted]
Sent: Monday, August 8, 2016 12:25 PM
To: [redacted]
Cc: [redacted]
Subject: Mandoyan Presentation 080816

Greetings all,

I have attached my initial thoughts regarding this case for review and discussion.

[redacted]

[redacted] Commander
Central Patrol Division – Headquarters
[redacted] – Office
– Cell

Mandoyan Presentation

- Deputy Caren Mandoyan, [redacted]
- Male White [redacted]
- Date of Hire: [redacted]
- Date Assigned to SLA:02/03/2013
- Previous Assignments:
    - IRC
      Lennox Station
    - West Hollywood Station
      South LA Station
- [redacted]

Allegations:

[redacted]

Privacy

[redacted]

Privacy

[redacted]

Privacy [redacted]

SEVERITY OF INFRACTION

Privacy [redacted]

The recommended discipline is 20 Days

CASE ANALYSIS REPORT

Attachment 48

Subject: RE: Dispositions
Date: Monday, August 8, 2016 at 3:50:36 PM Pacific Daylight Time
From: [redacted]
To: [redacted]
Attachments: image001.jpg

Yes, I noticed that.

From: [redacted]
Sent: Monday, August 8, 2016 3:35 PM
To: [redacted]
Subject: RE: Dispositions

Nice to revisit some of the same cast of characters as the [redacted]

[redacted]
Deputy Inspector General
L.A. County Office of Inspector General
[redacted]

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From: [redacted]
Sent: Monday, August 08, 2016 3:04 PM
To: [redacted]
Subject: RE: Dispositions

We are currently in discussions. It is a case I am monitoring.

From: [redacted]
Sent: Monday, August 8, 2016 2:54 PM
To: [redacted]
Subject: RE: Dispositions

Do you know what they are asking for as far as discipline?

[redacted]
Deputy Inspector General
L.A. County Office of Inspector General
[redacted]

[redacted]

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From: [redacted]
Sent: Monday, August 08, 2016 2:52 PM
To: [redacted]
Subject: RE: Dispositions

Will do. I know it is not ready yet.

From: [redacted]
Sent: Monday, August 8, 2016 2:34 PM
To: [redacted]
Subject: RE: Dispositions

If/when the Friday walk-through case dispo is ready, please send it my way. I am reviewing that case as well for [redacted] We (the little people) are not yet allowed to attend case review.

[redacted]
Deputy Inspector General
L.A. County Office of Inspector General
[redacted]

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From: [redacted]
Sent: Monday, August 08, 2016 8:15 AM
To: [redacted]
Subject: FW: Dispositions

From: [redacted]
Sent: Thursday, August 4, 2016 4:41 PM
To: [redacted]
Subject: Dispositions

Hello,

Attached for your review and approval.

Ref: Case Review of August 9, 2016.

Privacy [redacted]
Advocacy Unit

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This e-mail message and the attached document(s), if any, are intended only for the official and confidential use of the individual(s) or entity to which it is addressed. This e-mail message and attached document(s), if any, contain information from the Office of the County Counsel, attorneys for the County of Los Angeles, which may constitute among other things, an attorney-client communication, and thus, is privileged, confidential and exempt from disclosure under applicable law. If the reader of this e-mail message is not the intended recipient, or the employee or agent responsible for delivering the message and/or attached document(s) to the intended recipient(s), you are hereby given notice that any review, use, dissemination, forwarding or copying of this communication is strictly prohibited. If you have received this communication in error, please notify our office immediately by reply e-mail or telephone and delete the original message and any attached document(s) from your system.

CASE ANALYSIS REPORT

Attachment 49

From: [redacted]
Sent: Monday, August 8, 2016 6:20 PM
To: [redacted]
Cc: [redacted]
Subject: Mandoyan Case

Hello,

I hope you had a good weekend. I am just confirming that Advocacy will be writing the charges and I am writing the dispo?

I met with the Chief [redacted] Commander [redacted] and [redacted] about this case today.

The Chief would like to see:

Founded:
General Behavior
Conduct Toward Others
Failure to Report
Family Violence

Unresolved:
Dishonesty

Unless you see something different or something we aren't?

Please advise,

[redacted]

Lieutenant [redacted]
South Los Angeles Station, Operations
[redacted]

CASE ANALYSIS REPORT

Attachment 50

From: [redacted]
Sent: Thursday, August 11, 2016 10:18 AM
To: [redacted]
Cc: [redacted]
Subject: [redacted] Mandoyan
Attachments: [redacted] Mandoyan Dispo Adv..docx

My apologies

Our entire building experienced a power outage yesterday, so we could not receive or generate phone calls, or use our computer. In any manner.

The dispo was completed, but I could not access it, nor could [redacted] review it.

Please see attached for your review and approval.

I am in the office all day until 1300 hours should you or Commander [redacted] have any questions.....

[redacted]

From: [redacted]
Sent: Thursday, August 11, 2016 9:52 AM
To: [redacted]
Cc: [redacted]
Subject: FW: MANDOYAN, DISPO SHEET, REVISED

Good Morning,

[redacted] we really need the charges. This is going to Case Review tomorrow.

Please send them to myself and Commander [redacted] once they are done.

Can you let us know when to expect them?

Thank you,

[redacted]

From: [redacted]
Sent: Thursday, August 11, 2016 8:58 AM
To: [redacted]
Subject: RE: MANDOYAN, DISPO SHEET, REVISED

Any update on when the final version will be done?

From: [redacted]
Sent: Tuesday, August 9, 2016 6:05 PM

To: [redacted]
Subject: FW: MANDOYAN, DISPO SHEET, REVISED

Commander [redacted]

I am attaching the version of the disposition worksheet that I sent to Advocacy. [redacted] wasn't able to finish it today.

Her is the draft prior to Advocacy's edits.

[redacted]

From: [redacted]
Sent: Tuesday, August 09, 2016 6:00 PM
To: [redacted]
Subject: RE: MANDOYAN, DISPO SHEET, REVISED

Hi [redacted]

Played catch up today and didn't get to do as much to the dispo as I wanted.
I have an edited version, but want to review that and my notes before sending. Will send in the AM

Talk to you tomorrow, as I am heading out

[redacted]

From: [redacted]
Sent: Tuesday, August 9, 2016 5:48 PM
To: [redacted]
Subject: RE: MANDOYAN, DISPO SHEET, REVISED

Hello [redacted]

Do you have anything yet?

[redacted]

From: [redacted]
Sent: Tuesday, August 09, 2016 9:21 AM
To: [redacted]
Subject: RE: MANDOYAN, DISPO SHEET, REVISED

Good Morning!

Will get this back to you today

From: [redacted]
Sent: Tuesday, August 9, 2016 6:09 AM
To: [redacted]
Subject: MANDOYAN, DISPO SHEET, REVISED

Please review, make changes and recommendations as you see necessary and advise.

Thank you,

Pri

DEPUTY SHERIFF
SOUTH LOS ANGELES STATION
CENTRAL PATROL DIVISION

DISPOSITION SHEET

The evidence developed in this investigation supports the following:

[redacted]

MANDOYAN, CAREN Privacy [redacted] 3 Privacy [redacted]
DEPUTY SHERIFF
SOUTH LOS ANGELES STATION
CENTRAL PATROL DIVISION

Privacy [redacted]

MANDOYAN, CAREN [redacted] 4 [redacted]
DEPUTY SHERIFF
SOUTH LOS ANGELES STATION
CENTRAL PATROL DIVISION

[redacted]

SUMMARY:

[redacted]

Commented [redacted] If going for 25 days rather than discharge, this charge should be unresolved If believe enough evidence to prove charge, recommendation should probably be discharge absent mitigating factors which do not appear to be present here

MANDOYAN, CAREN [redacted] 5 [redacted]
DEPUTY SHERIFF
SOUTH LOS ANGELES STATION
CENTRAL PATROL DIVISION

[redacted]

Review of Applicable Guidelines for Discipline Sections

The Department's Guidelines for Discipline lists the following analogous misconduct with associated disciplinary penalties:

General Behavior	Written Reprimand to Discharge
Conduct Toward Others	Written Reprimand to ~~Discharge~~10 Days
Obedience to Laws, Regulations, and Orders;	W/R~~10 Days~~ to Discharge
Family Violence	5 Days to Discharge
Honesty Policy	
Dishonesty/False Statements	25 Days to Discharge
Dishonesty/Failure to Make Statements and/or	25 Days to Discharge

Privacy [redacted]

Assessment of Mitigating and Aggravating Factors:

Severity of Infraction:

Privacy [redacted]

[redacted]

Intent, Truthfulness, and Acceptance of Responsibility:

[redacted]

Degree of Culpability:

[redacted]

Past Performance/Disciplinary History:

[redacted]

Disposition:

Based upon the attached assessment of mitigating and aggravating facts, the following

discipline has been determined to be appropriate. This discipline is subject to revision upon receipt of Subject Doe’s response or grievance.

________ Discharge

________ Reduction in Rank

____X___ Suspension with loss of pay and benefits for __25___ days.

________ Written Reprimand

________ No discipline recommended

CASE ANALYSIS REPORT

Attachment 51

From: [redacted]
Sent: Thursday, August 11, 2016 11:22 AM
To: [redacted]
Cc: [redacted]
Subject: FW: [redacted] Mandoyan
Attachments: Mandoyan Dispo Adv.dt.docx

[redacted]

Thanks for the quick review. The Chief and I concur with the recommended changes. I have also forwarded the revised Dispo Sheet to the advocacy for review and update.

[redacted]

From: [redacted]
Sent: Thursday, August 11, 2016 11:01 AM
To: [redacted]
Subject: RE: [redacted] Mandoyan

Thanks for forwarding. I reviewed and provided some suggested redlined edits on the attached. Please advise if you are unable to see my edits/comments.

From: [redacted]
Sent: Thursday, August 11, 2016 10:19 AM
To: [redacted]
Subject: Fwd: [redacted] Mandoyan

[redacted] Commander
Central Patrol Division
[redacted]

Begin forwarded message:

> **From:** [redacted]
> **Date:** August 11, 2016 at 10:17:45 AM PDT
> **To:** [redacted]
> **Cc:** [redacted]
> **Subject:** [redacted] **Mandoyan**
>
> My apologies
>
> Our entire building experienced a power outage yesterday, so we could not receive or generate phone calls, or use our computer. In any manner.

The dispo was completed, but I could not access it, nor could [redacted] review it.

Please see attached for your review and approval.

I am in the office all day until 1300 hours should you or Commander [redacted] have any questions.....

[redacted]

From: [redacted]
Sent: Thursday, August 11, 2016 9:52 AM
To: [redacted]
Cc: [redacted]
Subject: FW: MANDOYAN, DISPO SHEET, REVISED

Good Morning,

[redacted] we really need the charges. This is going to Case Review tomorrow.

Please send them to myself and Commander [redacted] once they are done.

Can you let us know when to expect them?

Thank you,

[redacted]

From: [redacted]
Sent: Thursday, August 11, 2016 8:58 AM
To: [redacted]
Subject: RE: MANDOYAN, DISPO SHEET, REVISED

Any update on when the final version will be done?

From: [redacted]
Sent: Tuesday, August 9, 2016 6:05 PM
To: [redacted]
Subject: FW: MANDOYAN, DISPO SHEET, REVISED

Commander [redacted]

I am attaching the version of the disposition worksheet that I sent to Advocacy. [redacted] wasn't able to finish it today.

Her is the draft prior to Advocacy's edits.

[redacted]

From: [redacted]
Sent: Tuesday, August 09, 2016 6:00 PM
To: [redacted]
Subject: RE: MANDOYAN, DISPO SHEET, REVISED

Hi [redacted]

Played catch up today and didn't get to do as much to the dispo as I wanted.
I have an edited version, but want to review that and my notes before sending. Will send in the AM

Talk to you tomorrow, as I am heading out

[redacted]

From: [redacted]
Sent: Tuesday, August 9, 2016 5:48 PM
To: [redacted]
Subject: RE: MANDOYAN, DISPO SHEET, REVISED

Hello [redacted]

Do you have anything yet?

[redacted]

From: [redacted]
Sent: Tuesday, August 09, 2016 9:21 AM
To: [redacted]
Subject: RE: MANDOYAN, DISPO SHEET, REVISED

Good Morning!

Will get this back to you today

From: [redacted]
Sent: Tuesday, August 9, 2016 6:09 AM
To: [redacted]
Subject: MANDOYAN, DISPO SHEET, REVISED

Please review, make changes and recommendations as you see necessary and advise.

Thank you,

[redacted]

CASE ANALYSIS REPORT

Attachment 52

MANDOYAN, CAREN Privacy [redacted] 2 Privacy [redacted]
DEPUTY SHERIFF
SOUTH LOS ANGELES STATION
CENTRAL PATROL DIVISION

DISPOSITION SHEET

The evidence developed in this investigation supports the following:

Privacy [redacted]

MANDOYAN, CAREN [redacted] 3 [redacted]
DEPUTY SHERIFF
SOUTH LOS ANGELES STATION
CENTRAL PATROL DIVISION

[redacted]

MANDOYAN, CAREN [redacted] 4 [redacted]
DEPUTY SHERIFF
SOUTH LOS ANGELES STATION
CENTRAL PATROL DIVISION

[redacted]

SUMMARY:

[redacted]

Commented [redacted] If going for 25 days rather than discharge, this charge should be unresolved If believe enough evidence to prove charge, recommendation should probably be discharge absent mitigating factors which do not appear to be present here

MANDOYAN, CAREN [redacted] 5 [redacted]
DEPUTY SHERIFF
SOUTH LOS ANGELES STATION
CENTRAL PATROL DIVISION

[redacted]

<u>Review of Applicable Guidelines for Discipline Sections</u>

The Department's Guidelines for Discipline lists the following analogous misconduct with associated disciplinary penalties:

General Behavior	Written Reprimand to Discharge
Conduct Toward Others	Written Reprimand to ~~Discharge~~10 Days
Obedience to Laws, Regulations, and Orders;	W/R~~10 Days~~ to Discharge
Family Violence	5 Days to Discharge
Honesty Policy	
Dishonesty/False Statements	25 Days to Discharge
Dishonesty/Failure to Make Statements and/or Making False Statements During Departmental Internal Investigations	25 Days to Discharge

MANDOYAN, CAREN Privacy [redacted] 6 Privacy [redacted]
DEPUTY SHERIFF
SOUTH LOS ANGELES STATION
CENTRAL PATROL DIVISION

Assessment of Mitigating and Aggravating Factors:

Severity of Infraction:

Privacy [redacted]

MANDOYAN, CAREN [redacted] 7 [redacted]
DEPUTY SHERIFF
SOUTH LOS ANGELES STATION
CENTRAL PATROL DIVISION

[redacted]

Intent, Truthfulness, and Acceptance of Responsibility:

[redacted]

Degree of Culpability:

[redacted]

Past Performance/Disciplinary History:

[redacted]

Disposition:

Based upon the attached assessment of mitigating and aggravating facts, the following discipline has been determined to be appropriate. This discipline is subject to revision upon receipt of Subject Doe's response or grievance.

________ Discharge

MANDOYAN, CAREN Privacy 8 Privacy
DEPUTY SHERIFF
SOUTH LOS ANGELES STATION
CENTRAL PATROL DIVISION

________ Reduction in Rank

___X___ Suspension with loss of pay and benefits for __25___ days.

________ Written Reprimand

________ No discipline recommended

CASE ANALYSIS REPORT

Attachment 53

From: [redacted]
Sent: Thursday, August 11, 2016 11:01 AM
To: [redacted]
Subject: RE: [redacted] Mandoyan
Attachments: Mandoyan Dispo Adv.dt.docx

Thanks for forwarding. I reviewed and provided some suggested redlined edits on the attached. Please advise if you are unable to see my edits/comments.

From: [redacted]
Sent: Thursday, August 11, 2016 10:19 AM
To: [redacted]
Subject: Fwd: [redacted] Mandoyan

[redacted] Commander
Central Patrol Division
[redacted]

Begin forwarded message:

> **From:** [redacted]
> **Date:** August 11, 2016 at 10:17:45 AM PDT
> **To:** [redacted]
> **Cc:** [redacted]
> **Subject:** [redacted] **Mandoyan**
>
> My apologies
>
> Our entire building experienced a power outage yesterday, so we could not receive or generate phone calls, or use our computer. In any manner.
>
> The dispo was completed, but I could not access it, nor could [redacted] review it.
>
> Please see attached for your review and approval.
>
> I am in the office all day until 1300 hours should you or Commander [redacted] have any questions.....
>
> [redacted]
>
> ---
>
> **From:** [redacted]
> **Sent:** Thursday, August 11, 2016 9:52 AM
> **To:** [redacted]
> **Cc:** [redacted]
> **Subject:** FW: MANDOYAN, DISPO SHEET, REVISED

Good Morning,

[redacted] we really need the charges. This is going to Case Review tomorrow.

Please send them to myself and Commander [redacted] once they are done.

Can you let us know when to expect them?

Thank you,

[redacted]

From: [redacted]
Sent: Thursday, August 11, 2016 8:58 AM
To: [redacted]
Subject: RE: MANDOYAN, DISPO SHEET, REVISED

Any update on when the final version will be done?

From: [redacted]
Sent: Tuesday, August 9, 2016 6:05 PM
To: [redacted]
Subject: FW: MANDOYAN, DISPO SHEET, REVISED

Commander [redacted]

I am attaching the version of the disposition worksheet that I sent to Advocacy. [redacted] wasn't able to finish it today.

Her is the draft prior to Advocacy's edits.

[redacted]

From: [redacted]
Sent: Tuesday, August 09, 2016 6:00 PM
To: [redacted]
Subject: RE: MANDOYAN, DISPO SHEET, REVISED

Hi [redacted]

Played catch up today and didn't get to do as much to the dispo as I wanted.
I have an edited version, but want to review that and my notes before sending. Will send in the AM

Talk to you tomorrow, as I am heading out

[redacted]

From: [redacted]
Sent: Tuesday, August 9, 2016 5:48 PM

To: Privacy [redacted]
Subject: RE: MANDOYAN, DISPO SHEET, REVISED

Hello Priv [redacted]

Do you have anything yet?

Pri [redacted]

From: Privacy [redacted]
Sent: Tuesday, August 09, 2016 9:21 AM
To: Privacy [redacted] Privacy [redacted]
Subject: RE: MANDOYAN, DISPO SHEET, REVISED

Good Morning!

Will get this back to you today

From: Privacy [redacted]
Sent: Tuesday, August 9, 2016 6:09 AM
To: Privacy [redacted] Privacy [redacted]
Subject: MANDOYAN, DISPO SHEET, REVISED

Please review, make changes and recommendations as you see necessary and advise.

Thank you,

Pri [redacted]

CASE ANALYSIS REPORT

Attachment 54

From: [redacted]
Sent: Thursday, August 11, 2016 12:15 PM
To: [redacted]
Subject: RE: [redacted] Mandoyan Dispo Advocacy

The Chief and I concur. We have directed Advocacy to prepare two functional Dispo Sheets.

From: [redacted]
Sent: Thursday, August 11, 2016 12:02 PM
To: [redacted]
Subject: FW: [redacted] Mandoyan Dispo Advocacy

[redacted]

Hate to be wishy-washy, but I just reviewed the video again and it is clear he is trying to break in with the metal tool and is not using it to knock, i.e. it is clear he lied. I suspect the IG will bring this up at the Case Review. You may want to have two disposition worksheets ready, one with founded for false statements and one with unresolved. There is probably enough evidence to support the false statements. I think the reason I was good with the 25 days and going unresolved is because this is a messy case for which it will likely be difficult to convince a hearing officer that the deputy should be discharged. Having said that, his conduct does seem completely inappropriate and disturbing, particularly given the fact that he also tried to break in the [redacted] home. On the other hand (more wishy washiy-ness), [redacted] may not make a very good witness. Ultimately, I concur with whatever decision you decide to make – both ways to handle are reasonable. I would recommend the chief look at the videos of him trying to break into the house and contrast the videos with his statements about what he was doing.

Respectfully,

[redacted]

From: [redacted]
Sent: Thursday, August 11, 2016 11:50 AM
To: [redacted]
Cc: [redacted]
Subject: FW: [redacted] Mandoyan Dispo Advocacy

Hi [redacted]

Chief [redacted] and Commander [redacted] would like the False Statement charge to be "Unresolved."

[redacted]

From: [redacted]
Sent: Thursday, August 11, 2016 11:48 AM
To: [redacted]
Subject: RE: [redacted] Mandoyan Dispo Advocacy

Unreasolved……..

From: [redacted]
Sent: Thursday, August 11, 2016 11:28 AM
To: [redacted]
Subject: [redacted] Mandoyan Dispo Advocacy

Sir,

I only saw a couple of typos, which I corrected. The dispo I sent Advocacy had the false statements as "Un-Resolved." I see Advocacy has it in there as founded.

Apparently they feel his statements (or lack of) are strong enough to support the charges being founded.

Which direction are you thinking?

[redacted]

CASE ANALYSIS REPORT

Attachment 55

From: [redacted]
Sent: Tuesday, August 9, 2016 9:26 AM
To: [redacted]
Subject: RE: MANDOYAN, DISPO SHEET, REVISED

Copy.. thanks.

Did you get to read the case? What are your guys thoughts on the honest of his statements in his interview. Are they strong enough to charge.. or is unresolved the best route to go?

[redacted]

From: [redacted]
Sent: Tuesday, August 09, 2016 9:21 AM
To: [redacted] [redacted]
Subject: RE: MANDOYAN, DISPO SHEET, REVISED

Good Morning!

Will get this back to you today

From: [redacted]
Sent: Tuesday, August 9, 2016 6:09 AM
To: [redacted] [redacted]
Subject: MANDOYAN, DISPO SHEET, REVISED

Please review, make changes and recommendations as you see necessary and advise.

Thank you,

[redacted]

CASE ANALYSIS REPORT

Attachment 56

From: [redacted]
Sent: Thursday, August 11, 2016 12:07 PM
To: [redacted]
Cc: [redacted]
Subject: RE: [redacted] Mandoyan Dispo Advocacy

All,

Let's prepare two Dispo Sheets regarding the False Statements. One with the charge unresolved and one with the charge as founded.

Thanks guys,

[redacted]

From: [redacted]
Sent: Thursday, August 11, 2016 11:50 AM
To: [redacted]
Cc: [redacted]
Subject: FW: [redacted] Mandoyan Dispo Advocacy

Hi [redacted]

Chief [redacted] and Commander [redacted] would like the False Statement charge to be "Unresolved."

[redacted]

From: [redacted]
Sent: Thursday, August 11, 2016 11:48 AM
To: [redacted]
Subject: RE: [redacted] Mandoyan Dispo Advocacy

Unreasolved……..

From: [redacted]
Sent: Thursday, August 11, 2016 11:28 AM
To: [redacted]
Subject: [redacted] Mandoyan Dispo Advocacy

Sir,

I only saw a couple of typos, which I corrected. The dispo I sent Advocacy had the false statements as "Un-Resolved." I see Advocacy has it in there as founded.

Apparently they feel his statements (or lack of) are strong enough to support the charges being founded.

Which direction are you thinking?

[redacted]

CASE ANALYSIS REPORT

Attachment 57

From: [redacted]
Sent: Thursday, August 11, 2016 12:08 PM
To: [redacted]
Subject: FW: [redacted] Mandoyan Dispo Advocacy

This is the reasoning behind my last email. The Chief and I agree.

[redacted]

From: [redacted]
Sent: Thursday, August 11, 2016 12:02 PM
To: [redacted]
Subject: FW: [redacted] Mandoyan Dispo Advocacy

[redacted]

Hate to be wishy-washy, but I just reviewed the video again and it is clear he is trying to break in with the metal tool and is not using it to knock, i.e. it is clear he lied. I suspect the IG will bring this up at the Case Review. You may want to have two disposition worksheets ready, one with founded for false statements and one with unresolved. There is probably enough evidence to support the false statements. I think the reason I was good with the 25 days and going unresolved is because this is a messy case for which it will likely be difficult to convince a hearing officer that the deputy should be discharged. Having said that, his conduct does seem completely inappropriate and disturbing, particularly given the fact that he also tried to break in the [redacted] home. On the other hand (more wishy washiy-ness), [redacted] may not make a very good witness. Ultimately, I concur with whatever decision you decide to make – both ways to handle are reasonable. I would recommend the chief look at the videos of him trying to break into the house and contrast the videos with his statements about what he was doing.

Respectfully,

[redacted]

From: [redacted]
Sent: Thursday, August 11, 2016 11:50 AM
To: [redacted]
Cc: [redacted]
Subject: FW: [redacted] Mandoyan Dispo Advocacy

Hi [redacted]

Chief [redacted] and Commander [redacted] would like the False Statement charge to be "Unresolved."

[redacted]

From: [redacted]
Sent: Thursday, August 11, 2016 11:48 AM
To: [redacted]
Subject: RE: [redacted] Mandoyan Dispo Advocacy

Unreasolved……..

From: [redacted]
Sent: Thursday, August 11, 2016 11:28 AM
To: [redacted]
Subject: [redacted] Mandoyan Dispo Advocacy

Sir,

I only saw a couple of typos, which I corrected. The dispo I sent Advocacy had the false statements as "Un-Resolved." I see Advocacy has it in there as founded.

Apparently they feel his statements (or lack of) are strong enough to support the charges being founded.

Which direction are you thinking?

[redacted]

CASE ANALYSIS REPORT

Attachment 58

Subject: FW: Disposition
Date: Thursday, August 11, 2016 at 3:02:00 PM Pacific Daylight Time
From: [redacted]
To: [redacted]
Attachments: [redacted] Mandoyan Dispo Adv.- Final.docx, image001.jpg

FYI

From: [redacted]
Sent: Thursday, August 11, 2016 1:08 PM
To: [redacted] .; [redacted]
Cc: [redacted]
Subject: Disposition

Hello,

Attached for your review and approval.

Ref: Case Review (Walk Through) of August 12, 2016.

[redacted]
Advocacy Unit

MANDOYAN, CAREN Privacy [redacted] 2 Privacy [redacted]
DEPUTY SHERIFF
SOUTH LOS ANGELES STATION
CENTRAL PATROL DIVISION

Privacy [redacted]

MANDOYAN, CAREN Privacy [redacted] 3 Privacy [redacted]
DEPUTY SHERIFF
SOUTH LOS ANGELES STATION
CENTRAL PATROL DIVISION

Privacy [redacted]

MANDOYAN, CAREN Privacy [redacted] 4 Privacy [redacted]
DEPUTY SHERIFF
SOUTH LOS ANGELES STATION
CENTRAL PATROL DIVISION

Privacy [redacted]

Privacy [redacted]

[redacted]

Review of Applicable Guidelines for Discipline Sections

The Department's Guidelines for Discipline lists the following analogous misconduct with associated disciplinary penalties:

General Behavior	Written Reprimand to Discharge
Conduct Toward Others	Written Reprimand to 10 Days
Obedience to Laws, Regulations, and Orders;	10 Days to Discharge
Family Violence	5 Days to Discharge
Honesty Policy	
Dishonesty/False Statements	25 Days to Discharge
Dishonesty/Failure to Make Statements and/or Making False Statements During Departmental Internal Investigations	25 Days to Discharge

Assessment of Mitigating and Aggravating Factors:

Severity of Infraction:

[redacted]

Intent, Truthfulness, and Acceptance of Responsibility:

Privacy [redacted]

Disposition:

Based upon the attached assessment of mitigating and aggravating facts, the following discipline has been determined to be appropriate. This discipline is subject to revision upon receipt of Subject Doe’s response or grievance.

X Discharge

Reduction in Rank

Suspension with loss of pay and benefits for days.

Written Reprimand

MANDOYAN, CAREN Privacy 8 Privacy
DEPUTY SHERIFF
SOUTH LOS ANGELES STATION
CENTRAL PATROL DIVISION

No discipline recommended

CASE ANALYSIS REPORT

Attachment 59

761551N25A - SH-AD (11/90)

COUNTY OF LOS ANGELES

SHERIFF'S DEPARTMENT

"A Tradition of Service"

DISPOSITION SHEET

DATE: August 12, 2016
File No.: [redacted]

FROM: [redacted] CHIEF
CENTRAL PATROL DIVISION

TO: [redacted] CAPTAIN
INTERNAL AFFAIRS BUREAU

SUBJECT: **CAREN C. MANDOYAN,** [redacted]
DEPUTY SHERIFF
SOUTH LOS ANGELES PATROL STATION
CENTRAL PATROL DIVISION

Upon consideration of the facts developed in this investigation, I have determined that Subject Caren C. Mandoyan be discharged from his position as a Deputy Sheriff for the reasons set forth in the attached documentation. This decision may be reconsidered based on the employee's response.

[redacted]

8-12-16

[redacted] CHIEF — Date

CASE REVIEWED BY PANEL MEMBERS

[redacted]

8-12-16

[redacted], ASSISTANT SHERIFF — Date

[redacted]

8/12/16

[redacted] ASSISTANT SHERIFF — Date

[redacted]

8/12/16

[redacted] CHIEF — Date

[redacted]

8-12-16

[redacted] SHERIFF — Date

DISPOSITION SHEET

The evidence developed in this investigation supports the following:

[redacted]

MANDOYAN, CAREN Privacy [redacted] 3 Privacy [redacted]
DEPUTY SHERIFF
SOUTH LOS ANGELES STATION
CENTRAL PATROL DIVISION

Privacy [redacted]

MANDOYAN, CAREN [redacted] 4 [redacted]
DEPUTY SHERIFF
SOUTH LOS ANGELES STATION
CENTRAL PATROL DIVISION

[redacted]

SUMMARY:

[redacted]

[redacted]

Review of Applicable Guidelines for Discipline Sections

The Department's Guidelines for Discipline lists the following analogous misconduct with associated disciplinary penalties:

General Behavior	Written Reprimand to Discharge
Conduct Toward Others	Written Reprimand to 10 Days
Obedience to Laws, Regulations, and Orders;	10 Days to Discharge
Family Violence	5 Days to Discharge
Honesty Policy	
Dishonesty/False Statements	25 Days to Discharge
Dishonesty/Failure to Make Statements and/or Making False Statements During Departmental Internal Investigations	25 Days to Discharge

Assessment of Mitigating and Aggravating Factors:

Severity of Infraction:

[redacted]

Intent, Truthfulness, and Acceptance of Responsibility:

Privacy [redacted]

Degree of Culpability:

Privacy [redacted]

Past Performance/Disciplinary History:

Privacy [redacted]

Disposition:

Based upon the attached assessment of mitigating and aggravating facts, the following discipline has been determined to be appropriate. This discipline is subject to revision upon receipt of Subject Doe's response or grievance.

__X__ Discharge

_____ Reduction in Rank

_____ Suspension with loss of pay and benefits for _____ days.

_____ Written Reprimand

_____ No discipline recommended

CASE ANALYSIS REPORT

Attachment 60

Harm To Ongoing Matter

[redacted]

Harm To Ongoing Matter

[redacted]

CASE ANALYSIS REPORT

Attachment 61

Harm To Ongoing Matter

[redacted]

Harm To Ongoing Matter

[redacted]

CASE ANALYSIS REPORT

Attachment 62

Harm to Ongoing Matter

[redacted]

Harm To Ongoing Matter

[redacted]

Harm To Ongoing Matter

[redacted]

Harm To Ongoing Matter

[redacted]

CASE ANALYSIS REPORT

Attachment 63

Harm To Ongoing Matter

[redacted]

Harm to Ongoing Matter

[redacted]

Harm to Ongoing Matter

[redacted]

Harm To Ongoing Matter

[redacted]

CASE ANALYSIS REPORT

Attachment 64

Harm To Ongoing Matter

[redacted]

CASE ANALYSIS REPORT

Attachment 65

Harm To Ongoing Matter

[redacted]

CASE ANALYSIS REPORT

Attachment 66

Harm To Ongoing Matter

[redacted]

Harm To Ongoing Matter

[redacted]

CASE ANALYSIS REPORT

Attachment 67

Harm to Ongoing Matter

[redacted]

CASE ANALYSIS REPORT

Attachment 68

Harm To Ongoing Matter

[redacted]

CASE ANALYSIS REPORT

Attachment 69

Harm to Ongoing Matter

[redacted]

Harm to Ongoing Matter

[redacted]

Harm to Ongoing Matter

[redacted]

Harm to Ongoing Matter

[redacted]

Harm to Ongoing Matter

[redacted]

CASE ANALYSIS REPORT

Attachment 70

Harm to Ongoing Matter

[redacted]

Harm To Ongoing Matter

[redacted]

Harm To Ongoing Matter

[redacted]

Harm To Ongoing Matter

[redacted]

Harm To Ongoing Matter

[redacted]

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Harm To Ongoing Matter

[redacted]

Harm To Ongoing Matter

[redacted]

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[redacted]

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LOS ANGELES COUNTY SHERIFF'S DEPARTMENT COMPLIANCE WITH TRANSPARENCY LAW

AUGUST 2019

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INTRODUCTION

County Code section 6.44.190(J) provides that "[t]he Sheriff's Department and all other County departments shall cooperate with the OIG and promptly supply any information or records requested by the Office of Inspector General, including confidential peace officer personnel records [. . .]." To facilitate transparency of government operations, County Code section 6.44.190 requires the Inspector General to report publicly on Los Angeles County Sheriff's Department operations. As set forth below, under the current administration, the LASD has repeatedly declined to supply information and records requested. This change in practice has dramatically limited transparency.

In some instances, the Sheriff has cited for his refusal to cooperate an agreement between former Sheriff Jim McDonnell and the Inspector General which paved the way for full cooperation by the previous administration. That agreement, made a condition at the time by LASD for compliance with Government Code section 25303 and County Code section 6.44.190, permitted Sheriff McDonnell to restrict access in limited and specific instances. By November of 2018, LASD had ceased invoking the agreement and provided relatively full access. When Sheriff Villanueva took office he did not seek a similar agreement with the Office of Inspector General. A letter from the Inspector General to the Sheriff regarding access and cooperation went unanswered.

Subsequently, Sheriff Villanueva cited the agreement as a justification for restricting computer access by the Office of Inspector General. However, the agreement specifically provides for a variety of kinds of access which the Sheriff has denied, including attendance at meetings, access to personnel records, and documents provided within ten days of request absent explanation. The Sheriff has completely ignored those parts of the agreement and used it only as a justification for reducing transparency.

This failure to comply with laws designed to overcome secrecy in government is mirrored in the LASD's systematic refusal to comply with California Public Records Act requests in a timely manner. While the Sheriff has a large number of staff members assigned to the Sheriff's Information Bureau, he claims to be unable to comply with modifications to Penal Code section 832.7 which permit the public access to records regarding shootings, use of force, and findings of dishonesty. In the case of Caren Mandoyan, for instance, the Sheriff refused to provide the public with the details of a deputy first found to have been dishonest and fired and subsequently brought back by the current administration. The public received critical information through a California Public Records Act request to the Civil Service Commission which had upheld the firing and is not under the Sheriff's control.[*] The Office of Inspector General was only able to lawfully report on the Mandoyan matter because of these PRA requests which the Sheriff could not deny. Numerous public requests to LASD are currently going completely unanswered.

[*] This sentence originally read "The public received critical information only through a California Public Records Act request to the Civil Service Commission which had upheld the firing and is not under the Sheriff's control." The Office of Inspector General has learned from sources other than the Department that the Department did provide the Los Angeles Times with information pursuant to a PRA after the Times had received the information from the Civil Service Commission.

DIRECTIVES TO LIMIT ACCESS

In early February of 2019, what used to be routine requests by Office of Inspector General staff for information which had historically yielded immediate responses from Department members were being met with answers such as, “Things have changed. I’ll have to talk to my Captain.” Upon inquiry we were informed that a directive had been issued by the Department’s Chief of Staff that all requests from outside entities, including requests from the Office of Inspector General and court appointed monitors, were to be forwarded to the Sheriff’s office, and from there would be forwarded to the appropriate person within the Department for a response. We have been told that due to intervention, primarily of Assistant Sheriff Bob Olmsted, the Custody Division was excepted from this direction.

Other than our secondhand receipt of this directive, the Office of Inspector General was not consulted about, given notice of or provided a copy of this directive. In an effort to determine the nature of the directive and the issues which gave rise to it, Office of Inspector General staff met with LASD Executive Officer Ray Leyva and requested a copy of this directive. The Executive Officer said only “I haven’t seen it.”

This directive has caused delays in the flow of information from the Department to the Office of Inspector General, but has not stopped it completely. The Department’s line staff continue to be extremely cooperative with the Office of Inspector General while at the same time attempting to comply with the Department’s new directive.

On June 10, 2019, we sent a request to the Department for “the contents of all correspondence by and between department executives and managers (i.e. rank of captain and above), in whatever form (i.e. email, unit order, directive, bulletin, et al.), which occurred on or after December 3, 2018, and which contains direction or instruction regarding providing department information to the Office of Inspector General.” This was in response to the issues we had been facing and an email we were told had been sent by Undersheriff Murakami to the Department’s command staff, the subject of which was “OIG Access/Investigations” and in which he directed that all requests for “investigations” be directed to the Sheriff’s office and the Chief of Professional Standards.

The Office of Inspector General received no response to this request. The Department has not provided the Office of Inspector General with a copy of the Chief of Staff’s directive, the email sent to Department staff by Undersheriff Murakami , or any other email, unit order, directive, bulletin or communication it has issued regarding Office of Inspector General access. As described below, the Department has blocked access by the Office of Inspector General to information in a manner which has compromised the Office of Inspector General’s ability to monitor the Department’s operations in subject areas which significantly impact the Department’s policing of the communities it serves.

ACCESS BY THE INSPECTOR GENERAL TO INVESTIGATIONS HAS BEEN DENIED OR RESTRICTED

THE DEPARTMENT HAS DECLINED TO PROVIDE INFORMATION TO THE OFFICE OF INSPECTOR GENERAL REGARDING DEPARTMENT INTERACTIONS WITH CIVILIANS

On June 5, 2019, the Inspector General learned of a traffic stop by the Sheriff's Department of a local elected official. The incident appeared to demonstrate potential similarities to the procedures used by the Santa Clara Valley Domestic Highway Enforcement Team, which has been discontinued due to constitutional violations, potentially indicating that LASD was training the same practices department-wide. The Inspector General requested that the Department provide a copy of the documentation of the recent stop. The Department refused that request. On June 17, the Inspector General, in a face-to-face meeting with the Sheriff, asked that the information regarding the traffic stop be provided. The Sheriff refused, stating the information would be provided only when the investigation was completed. After intervention by then-Chief of Staff Del Mese, an agreement was reached that the Department would provide the Office of Inspector General the information after the investigation was complete, which was predicted to require no more than three weeks. It should be noted that the agreement between the Inspector General and the previous sheriff specifically provided that the Office of Inspector General would be permitted to monitor in-progress investigations. The Sheriff has since removed his chief of staff and provided no documentation to the Inspector General.

THE DEPARTMENT HAS DECLINED TO MAKE AVAILABLE TO THE OFFICE OF INSPECTOR GENERAL PERFORMANCE RECORDING AND MONITORING SYSTEM RECORDS REGARDING SECRET INVESTIGATIONS

In late 2018, Office of Inspector General staff noted that cases which had formerly appeared in the Performance Recording and Monitoring System (PRMS)[i] were no longer visible in PRMS, did not appear in PRMS reports, and were not included in statistics compiled from PRMS. We reported what we thought was an anomaly to the Department and were advised that there is a feature in PRMS that permits the Department to make PRMS records "IAB-private," that is, invisible to almost all users other than the Captain of Internal Affairs Bureau and the captain's chain of command.

The reasons for making these cases private are not necessarily nefarious. For example, during the pendency of the election, Sheriff McDonnell ordered that closed disciplinary files regarding his political opponent, Alex Villanueva, be made private. This was done to avoid the risk that these files would be misused during the election. However, the concealing of these files made statistical information provided to the Office of Inspector General through PRMS false. Further, concealing these files precluded monitoring of particularly sensitive cases, including the type that resulted in Sheriff Baca and Undersheriff Tanaka being convicted in federal court.

On October 31, 2018, the Inspector General sent a letter to then Sheriff Jim McDonnell asking that the Office of Inspector General be included among the users who had access to these files. The Office of Inspector General also requested through our routine protocols that the Chief of the Professional Standards Division provide us with the case files of these cases which had been made private to IAB.

Sheriff McDonnell did not initially respond to our request that the Office of Inspector General be designated as a user with access to IAB-private files. However, after a personal request from the Inspector General to Sheriff McDonnell in November of 2018, the then-Sheriff directed that we be provided copies of case files which had been designated as IAB-private, which included files relating to the current Sheriff. The Office of Inspector General has retained those files, in part in order to verify whether any alterations are made such as those allegedly requested of Chief Alicia Ault by the incoming administration.

In the course of preparing subsequent report-backs on LASD internal administrative investigations and dispositions of disciplinary actions under the new administration, Office of Inspector General staff again noticed apparent anomalies in data. For example, when querying in March the number of administrative investigations which met the specified criterion in an earlier month, PRMS would yield a different number than that which PRMS yielded when the same report with the same criterion had been run in February.

We requested that the Department provide us with the case summary report for the cases which had been made private to the Internal Affairs Bureau. A PRMS case summary report generally includes the subject employee's name, the case number, a brief description of the allegations and, where applicable, the findings and the disposition of the case. The Department did not respond to this request.

Without access to these concealed case files we are unable to ascertain or confidently report precisely accurate information regarding the Department's handling of discipline cases. Because of this the reports we have issued in response to the Board's March 12, 2019, motion may or may not be accurate.

In the past, such secrecy has given us jail abuse, secret societies, some of which have engaged in violent acts and stratified themselves based on race and gender, and misconduct at the highest levels of the Department, resulting in federal prosecutions and convictions. It is not possible to conclude the current administration's increase in secrecy is not repeating these mistakes.

THE DEPARTMENT HAS DECLINED TO ADVISE THE OFFICE OF INSPECTOR GENERAL OF THE DEPARTMENT'S RE-EVALUATIONS OF DISCIPLINARY OUTCOMES

On December 4, 2018, the Inspector General requested that the Department advise the Inspector General of the proposed "Truth and Reconciliation" committee's members and provide the Inspector General advance notice of the committee's meetings so that the Office of Inspector General could monitor the process and report on it. As is documented in our report, *Initial Implementation by the Los Angeles County Sheriff's Department of the Truth and Reconciliation Process*,[ii] the Department ignored the Inspector General's request and proceeded with the process without notice of the meetings or the outcomes. The Office of Inspector General learned, as most did, of the Department's reinstatement of Caren Mandoyan, through the media.

On January 29, 2019, the Sheriff appeared before the Board of Supervisors and said that there were half a dozen instances in which employees had been wrongfully terminated and that these cases were "low hanging fruit." The Office of Inspector General requested on February 13, 2019, that the Sheriff provide the Office of Inspector General with the names of those individuals and the names of any other persons whose cases were under review. The Sheriff did not respond to that letter, nor did the Department provide that information to the Office of Inspector General.

The Sheriff again appeared before the Board of Supervisors on March 12, 2019, and the supervisors asked whether additional deputies had been reinstated and whether the Department has also been bringing back people that had pending civil service cases or who had not finished going through the process itself. The Sheriff answered that there had only been the one [Mandoyan] and that the Department had put everything on hold until a process was developed.

The Office of Inspector General's review of Department records has found that, in fact, prior to that board meeting, the Department had reinstated two employees, one on February 19, 2019, and another on February 20, 2019, pursuant to settlement agreements negotiated by the Department (three others had also been reinstated since Mandoyan, but pursuant to rulings by the Civil Service Commission). The Sheriff did not include the Office of Inspector General in the process used to bring these employees back or notify us that the process was underway or had been completed.

On March 12, 2019, the Sheriff also told the Board of Supervisors that the Office of Inspector General would have a "front row seat" to the process of re-evaluating these disciplinary cases. We have also requested that the Department provide us with settlement agreements it enters into. However, the Office of Inspector General has learned that since the March 12, 2019, board meeting, the Department has entered into settlement agreements and reinstated or attempted to reinstate four or more additional employees, some who, like Mandoyan, had been terminated for dishonesty or for making false statements to investigators. The Office of Inspector General was not provided with the settlement agreements for any of these employees. Because we do not have access to the "IAB-private" cases we cannot be certain there are only these four.

As in all of the earlier cases, the Department did not notify the Office of Inspector General that these cases were being evaluated, did not invite the Office of Inspector General to be present and monitor the process and did not notify the Office of Inspector General that the Department had decided to reinstate these employees. Because the process was held in secret, or not held at all, we are unable to report on why these employees were reinstated. Abandoning important safeguards increases the chances that allegations of misconduct will be covered up when the suspect is held in high regard by the Sheriff and unfairly pursued when they are not, precisely the wrong the current Sheriff claimed he sought office to prevent.

THE DEPARTMENT HAS CURTAILED OFFICE OF INSPECTOR GENERAL ACCESS TO PRMS

As described above, our efforts to monitor the Department's disciplinary process rely in large part on access to PRMS. This reliance has grown greater since the Department is not providing us information for which we have asked. However, recently the Department severely curtailed Office of Inspector General access to PRMS.

As the business requirements of the Office of Inspector General and the Department changed and our relationship evolved over the past several years, so too did the methods the Department employed to provide us information. In order to comply with County Code section 6.44.190(J) the Department placed five terminals in the Office of Inspector General through which we had access to the intranet, custody databases, grievance data bases and other systems, including PRMS.

On Monday, June 10, 2019, without consultation or notice, the Department turned off access from within our offices to PRMS and subsequently reinstated the procedure outlined in the original agreement with Sheriff McDonnell, the *Memorandum of Agreement to Share and Protect Confidential LASD Information* of December 15, 2015. The Department has restricted Office of Inspector General staff to one terminal, located in the City of Commerce, and permits the Office of Inspector General access to that terminal only Monday through Thursday (and sometimes Friday) during business hours while a Department employee is able to sit and observe our staff member and monitor and log what our staff member is doing.

On Monday, July 15, 2019, without consultation or notice, the Department informed our Office of Inspector General staff member who was at the City of Commerce that the Office of Inspector General would no longer be permitted to create and copy PRMS generated reports regarding internal administrative investigations which are still active. The Department told our staff member that we could only display these reports on screen and hand write what we saw.

The Office of Inspector General was not consulted about either of these decisions or warned of these decisions in advance. When asked about the return to the City of Commerce, the Department has only said that it is because that is what the MOA provides for. The Inspector General met personally with Sheriff Villanueva to request the reactivation of our five terminals on June 17th. The Sheriff took the opportunity to complain that the pending report on the "Truth and Reconciliation" panel prepared by Office of Inspector General staff was biased and to tell the Inspector General that if the report was released there would be consequences. Computer access was not restored.

THE DEPARTMENT HAS DECLINED TO ADVISE THE OFFICE OF INSPECTOR GENERAL OF CHANGES IN POLICIES, PROCEDURES AND PRACTICES

Despite our repeated requests pursuant to County Code section 6.44.190(J), the current LASD administration has generally excluded the Office of Inspector General from monitoring the proposal, deliberations and implementation of changes in Department policies, procedures and practices. These proposals have included changes to policies, procedures and practices which directly impact the Department's ability to address issues identified by the Citizens' Commission on Jail Violence as contributing to the culture which led to jail violence.

On December 4, 2018, the Inspector General requested that the Sheriff provide the Office of Inspector General the text of proposed changes, additions or deletions to Department policies, practices or procedures at the time such proposals are submitted to his approval process and provide approved policy, practice and procedure changes, additions and deletions at the time those changes are communicated to his command staff. The Department did not respond to this request.

On January 9, 2019, a representative of the Office of Inspector General was present at the LASD Executive Planning Council, which is comprised of the Sheriff, the Undersheriff, the assistant sheriffs and division chiefs and commanders. A commander in the Professional Standards and Training Division told the council that approximately fifty policies which had not yet been published were "pulled back" pending review by the new executive team. On January 11, 2019, we requested that we be provided those documents. On January 11, 2019, that commander responded to our request by stating that the policies were "somewhere" within the review process and were going through a new review process.

We were also informed that two policies, one on the use of Tasers and the other on carrying a weapon while under the influence of alcohol, which had been in the review process prior to the election, had not been published. The Office of Inspector General had been in discussion with the Department on both of those policies and had been advised by the prior administration that the policy on carrying a weapon while under the influence of alcohol had been approved by the prior Sheriff.

During the week of January 14, 2019, we were provided copies of nine proposed new or revised Field Operations Directives. It appeared that two of these had been issued subsequent to our December 4, 2018, request to the Sheriff. We were also provided with thirty-three proposals to change policies affecting approximately ninety-four sections of the Manual of Policies and Procedures. Some of these policy proposals were routine revisions to account for changes in the names of divisions or units, provide for gender inclusive language or effectuate changes in administrative procedures and practices.

However, some of these policy changes directly impacted and diminished efforts by the Department to address the cultural issues within the Department conducive to abuse which had been identified by the CCJV. The CCJV found that there was a "problematic organizational culture" within the Department[iii] which "also has failed to address with appropriate rigor the 'code of silence'" and "rarely finds or meaningfully punishes dishonesty."[iv] As part of this culture, the CCJV observed that senior LASD officials have undermined the discipline system.[v]

Two policies were developed to address this issue.

MPP 3-01/030.14 **Management Decisions** had already been implemented by the Department. This prohibited department executives from undermining lawful decisions of the Department and from intervening in matters which were outside of the intervening executive's responsibility.

Although Sheriff Villanueva publicly stated that he was re-evaluating disciplinary decisions because department executives were improperly intervening in those decisions, in what may have been one of the first policy revisions by the Department, he rescinded this policy. The copy of this, one of the thirty-three proposed policy changes provided to the Office of Inspector General by the Department the week of January 14, 2019, reflects that the policy revision was submitted subsequent to the Sheriff's inauguration and approved by the Sheriff on January 8, 2019. The Sheriff did not provide a copy of this revision when originally asked and the Sheriff implemented this policy without advising the Office of Inspector General.

MPP 3-01/030.12 **Conflict of Interest and Investigative Recusals** had not yet been adopted but had been prepared at the direction of Undersheriff Jacques A. La Berge and reviewed and revised by the Chief of Professional Standards and Training Division (now the Professional Standards Division, PSD). This policy required internal investigators to remain neutral in their investigations, avoid conflicts of interest and recuse themselves as investigators in cases involving family members or persons with whom they had close relationships. This policy, to date, has not been enacted by the Sheriff.

Additionally, the Department has removed the Internal Criminal Investigations Bureau from the PSD, reversing an organizational change implemented in response to a recommendation by the CCJV. The CCJV observed that the Department's Internal Criminal Investigations Bureau reported directly to the Undersheriff, who was then Paul Tanaka. Both Paul Tanaka and the Captain of the Internal Criminal

Investigations Bureau, who reported to Tanaka, were convicted and imprisoned for their roles in impeding the investigation of the Federal Bureau of Investigation into jail violence.

The CCJC recommended that the Internal Criminal Investigations Bureau and the Internal Affairs Bureau be placed into one division under the command of a chief who reported directly to the Sheriff. The Internal Affairs Bureau and the Internal Criminal Investigations Bureau were both placed in the same division, which became the Professional Standards Division. However, the Internal Criminal Investigations Bureau has been removed from the Professional Standards Division and reports again to the Sheriff and the Undersheriff.[vi]

The Office of Inspector General was not provided with these proposed changes or advised when these policies were issued.

The CCJV recommended that the Department address the code of silence and discipline by revising the discipline guidelines to establish increased penalties for excessive force and dishonesty. To implement this recommendation the Department twice revised its Guidelines for Discipline.

On December 12, 2018, Sheriff Villanueva decided not to object to the decision by the Employee Relations Commission hearing officer that the Department should have met and conferred with the deputies' union before implementing these revisions. He agreed to revoke the revised Guidelines for Discipline which mandated dismissal for employees who were found to have been dishonest or made false statements to investigators and reinstate the 2012 Guidelines, which do not mandate termination for those employees for those violations and which had been the subject of CCJV criticism.

The Department did not advise the Office of Inspector General that this change was contemplated or that it had been implemented.

THE DEPARTMENT HAS BARRED THE OFFICE OF INSPECTOR GENERAL'S PRESENCE AT THE EXECUTIVE PLANNING COUNCIL MEETINGS

On April 5, 2019, the Sheriff barred the Inspector General and his staff from future meetings of the Executive Planning Council.

At these meetings significant proposed policies, procedures and practices are discussed. Executives are informed of changes and provided direction on how policies, procedures and practices are to be implemented. At these meetings the executives provide feedback to the Sheriff on the successes and failures of Department operations and the effectiveness of the Department's policies, practices and procedures. As noted above, it was at meetings of the Executive Planning Council that the Office of Inspector General learned of the Department's actions regarding policies that had not been disclosed to the Office of Inspector General.

On March 29, 2019, we provided the Department with a submission draft of our first report back to the Board of Supervisors on our monitoring of LASD internal administrative investigations. In that draft (and our subsequent public report) we reported that we were told that a Department directive had been issued that all chiefs, commanders and captains were to re-evaluate open administrative investigations to determine whether any of them should be inactivated. We first learned of this directive at an EPC

meeting. The following Friday the Sheriff notified the Interim Inspector General that the Office of Inspector General could no longer attend EPC meetings.

THE DEPARTMENT HAS DENIED THE OFFICE OF INSPECTOR GENERAL ACCESS TO HIRING RECORDS OF DEPUTY CANDIDATES

The Department denied requests by the Office of Inspector General to review the hiring packets of candidates for deputy positions.

The actions and public statements of the Sheriff have caused concern that perhaps the Department's hiring standards have been relaxed in order to increase the applicant pool of candidates, resulting in the hiring of less qualified candidates to deputy positions.

On July 19, the Los Angeles Times reported that the Sheriff said that previously applicants were rejected for positive polygraph results related to, among other matters, domestic violence. He reportedly suggested that a polygraph result could be the result of the applicant being a victim of domestic violence. He stated that investigators should follow up to find out the details of such a domestic violence incident rather than reject an applicant.

The Department reports that the time from application to hiring has been drastically reduced. Based upon the manner in which the "Truth and Reconciliation Panel" was conducted, the Sheriff's public statements that the reinstatement of employees who had been terminated was necessary to attract more candidates, and that domestic violence by deputies should not be the subject of an administrative investigation unless there is a criminal case filed, we are concerned that the reduction in time will result in scaling back protections against hiring people unqualified for the honor of being a deputy sheriff.

On May 22, 2019, we first requested to review the hiring packets of candidates for deputy positions. The Department denied that request. On June 17, 2019, the Inspector General, in a face-to-face meeting with the Sheriff, asked the Sheriff to authorize the review of those hiring packets. The Department denied us access to the hiring packets and invited us instead to meet and allow the Department to share what the Department considers to be hiring improvements.

CONCLUSION

In spite of the Inspector General's requests and public statements by the Sheriff to the contrary, access by the Office of Inspector General to information regarding the development, implementation and enforcement of key Department policies has been delayed, hindered, ignored and in some cases denied outright. This failure to comply with County Code section 6.144.90 has significantly impaired the ability of the Office of Inspector General to monitor the Sheriff's Department's operations and report publicly on its findings. In the past such secrecy has resulted in a Sheriff misusing law enforcement powers in an effort to stifle critics through intimidation of an outside agency investigating the Department.

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[i] MPP 2-10/040.00 states that the Performance Recording and Monitoring System is the Department's "integrated database for administrative investigations and service comment forms. It also includes a system to flag instances that meet predefined criteria and thresholds. PRMS was originally comprised of three modules that automated the business processes of Internal Affairs Bureau, Civil Litigation, and Pitchess Motions. PRMS consolidates the

information kept in these independent databases into an integrated database that serves as a Department-wide decision support system in matters related to risk management and service reviews."

[ii] Initial Implementation by the Los Angeles County Sheriff's Department of the Truth and Reconciliation Process, July 2019.

[iii] Report of the Citizens' Commission on Jail Violence, September 2012, Executive Summary, page 11.

[iv] Report of the Citizens' Commission on Jail Violence, September 2012, p. 95.

[v] Report of the Citizens' Commission on Jail Violence, September 2012, Executive Summary, p. 14.

[vi] The Manual of Policies and Procedures has been updated to reflect this change. However, the revision history for sections 2.04/010.00 do not reflect that the change is a policy revision. Because we have been excluded from the process we do not know if this is an oversight. However, archival organization charts reflect that as recently as March 20, 2019, the Internal Criminal Investigations Bureau reported to the Chief of the Professional Standards Division.

CASE ANALYSIS REPORT

Attachment 74

Harm To Ongoing Matter

[redacted]

Harm To Ongoing Matter

[redacted]

CASE ANALYSIS REPORT

Attachment 75

Harm to Ongoing Matter

[redacted]

Harm To Ongoing Matter

[redacted]

Harm To Ongoing Matter

[redacted]

Harm to Ongoing Matter

[redacted]

CASE ANALYSIS REPORT

Attachment 76

From: [redacted]
Sent: Wednesday, April 11, 2018 3:22 PM
To: [redacted]
Subject: FW: Involuntary Transfer

FYI

From: [redacted]
Sent: Wednesday, April 11, 2018 3:18 PM
To: [redacted]
Subject: Involuntary Transfer

Hi [redacted] –

The purpose of this email is to document recent events.

On March 19, 2018 at approximately 9:30 AM, you called me into your office. You, Lt. [redacted] and I were present. You notified me that I am no longer welcome at Advocacy and need to find a new assignment. This was being directed by Chief [redacted] as a result of events at EFRC on 3/15/18. As you were present at EFRC, you were witness – along with everyone else at EFRC – to Chief [redacted] condescending tone and confrontational demeanor toward me when I *merely did my job as an Advocate* and pointed out some potential weaknesses with the Department's case. You informed me that this action was not being taken for me speaking up; rather, as a result of an email I sent to Chief [redacted] (and cc'd to you) after EFRC. Chief [redacted] was of the opinion the email was an attempt to undermine the EFRC panel. I explained to you that the email was sent as a result of discussion at EFRC that occurred while you were out of the room. Specifically, Chief [redacted] said he would support the panel's recommendation of discharge given this was a Cat 3 force, and the discipline range was 30 days to discharge. Chief [redacted] responded that the discipline was not necessarily based on it being Cat 3 because there might be some difficulty establishing that the suspect's injuries were actually caused by the subject deputy given information that the suspect was involved in an accident [redacted] prior to his encounter with deputies. Although you were out of the room during this exchange, Lt. [redacted] acknowledged that he heard this exchange. I explained to you that the information in the email was intended to *strengthen* the Department's position should Case Review support a recommendation of discharge, not undermine EFRC. Regardless of the category of force which was deemed unreasonable, there were other charges which provided a discipline range up to discharge. You acknowledged that you were not present during the exchange between [redacted] and [redacted], and you also told me that you did not intend to engage in any discussion with me about why I sent the email. You explained that Division would assist me in finding a new

assignment, as Chief [redacted] has lost confidence in my judgment and no longer wants me working here. You offered to grant me any time I needed (I declined to take time off because there were a number of time-sensitive projects I had already invested many hours working on, and to reassign would be burdensome to my colleagues and potentially detrimental to the Department should we violate statute).

On April 3 at approximately 12:30 AM you and I met in your office at your request. You asked me if I had given thought to where I would like to transfer. I explained that I would voluntarily transfer to ICIB; otherwise, I was not willing to voluntarily transfer out of Advocacy. I explained that this decision to move me is clearly punitive, and pointed out that POBRA prohibits punitive transfers.

On April 4 at approximately 1:45 PM you once again invited me into your office. You told me that Chief [redacted] was not pleased with my response. Although she is not willing to transfer me against my will, she asked you to convey to me that two recent events ([redacted] memo and EFRC incident) were still "actionable" and you suggested that that might change my willingness to leave Advocacy. I understood "actionable" to be a threat to open up administrative investigations should I not agree to leave. Since I have at all times been dedicated and loyal to the Department and have done absolutely nothing in violation of policy or the mission of the Department, I explained that my decision was unchanged. [redacted]. As you are aware, [redacted] My flexible work schedule and proximity to [redacted] and are significant considerations influencing my decision.

On April 10, 2018, I attended Case Review. Nothing eventful transpired. Commander [redacted] told me I was a "super star" for my work on the case presented to Case Review. Chie[redacted] thanked me more than once for my work.

On April 11, 2018 at approximately 11:45 AM, you once again called me into your office. You told me you were just going to "cut to the chase." You gave me a five-day notice, informing me that I was being transferred to Employee Relations effective Tuesday. You explained that this move is based on a determination that I am not "meeting performance expectations" of Advocacy and not supporting the Department.

A review of my performance record – the quantity and quality of my work – clearly contradicts such a conclusion. At all times I have been courageous and honest in pointing out weaknesses in cases to assist decision makers in arriving at the best possible decisions. I understand that to be my role as an Advocate. I have never acted unilaterally, and my expressed opinions for which I am now being criticized have been supported by others within Advocacy. I also

understand that I am merely a sergeant expressing an opinion based on my experience, and sometimes my opinions are disregarded by decision makers. Once a decision is made, I have always worked in support of the Department's decision.

From March 20 to today, I have continued with my regular work at Advocacy. I have attended EOP, written charges, handled probationary releases, consulted with Department executives and attended Case Review.

Respectfully –

[redacted]

Sgt. [redacted]
Los Angeles County Sheriff's Department
Advocacy Unit
[redacted]

[redacted]

CASE ANALYSIS REPORT

Attachment 77

Harm To Ongoing Matter

[redacted]

Harm To Ongoing Matter

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Harm To Ongoing Matter

[redacted]

Harm To Ongoing Matter

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Harm To Ongoing Matter

[redacted]

CASE ANALYSIS REPORT

Attachment 78

Harm To Ongoing Matter

[redacted]

Harm To Ongoing Matter

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Harm To Ongoing Matter

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Harm To Ongoing Matter

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Harm To Ongoing Matter

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Harm To Ongoing Matter

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CASE ANALYSIS REPORT

Attachment 79

Harm To Ongoing Matter

[redacted]

CASE ANALYSIS REPORT

Attachment 80

Harm To Ongoing Matter

[redacted]

Harm To Ongoing Matter

[redacted]

Harm To Ongoing Matter

[redacted]

Harm To Ongoing Matter

[redacted]

Harm To Ongoing Matter

[redacted]

CASE ANALYSIS REPORT

Attachment 81

Harm To Ongoing Matter

[redacted]

Harm To Ongoing Matter

[redacted]

Harm To Ongoing Matter

[redacted]